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**Reproduction of Human Capital - mutual links
and connections**

Book of Abstracts



Department of Demography, Faculty of Informatics and Statistics
Prague University of Economics and Business

Conference Sections:

- Demography and human resources
- Economy and human resources
- Reproduction of the human capital
- Economic demography
- Population ageing and its consequences
- Regional demography
- Demographic models
- Young scientists (section for presentation of the results of works of students, PhD. students and young researchers)
- Other



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MOTIVATIONAL ASPECTS OF INTELLECTUAL CAPITAL AND EU CUSTOMS COMPETENCY FRAMEWORK

Danutė Adomavičiūtė

Abstract

With the processes of globalization skills and competences are therefore of a great importance, as they help to acquire and maintain competitive advantage. In view of innovations, new technologies and knowledge-based economy increased importance of intellectual capital, ensuring adequate training and professional development level. Competency management is a special approach to human resource management, which involves the tools and technologies that support and develop competencies. In customs, it is necessary to develop an integrated system for competency management in order to develop human resources. The EU Customs Competency Framework is the whole of skills, attitudes, insights and the application of knowledge that are required to perform successfully in a specific professional context. It is also the first step to achieve a common strategic performance development framework for the customs administrations of the European Union. The aim of this study was to find out, identify, to describe and evaluate motivation – all aspects of human resource in Lithuanian customs administration, to find out what motivates customs officers.

Key words: intellectual capital, professional development, customs, Customs Competency Framework

JEL Code: J21, J24, O15

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FINANCIAL LITERACY IN SLOVAKIA AND HUNGARY IN RELATION TO AGE

Imrich Antalík – Ján Morvai – Mihály Ormos – Adam Páldi – Barnabás Szabó

Abstract

In this paper, we shed some light on one of the most important issues today, namely financial literacy and its importance in our lives. Finance is a part of everyone's life. We perceive their importance on a daily basis in relation to current expenditures, but also in terms of the financial concepts to which people are exposed at every step. Banks attract us to various loans, we listen to information about inflation, we can read about taxes on the radio, we can read about pensions in the press, and experts constantly warn about investments, financial security and stability. Our goal was to compare the level of financial literacy between Slovakia and Hungary, furthermore we wanted to find out whether younger or elder people are more proficient in financial literacy. For our research, we collected more than 1000 questionnaires, which were evaluated by SPSS program.

Key words: finance, financial literacy, Slovakia, Hungary

JEL Code: G53; I22; P36

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SOCIÁLNA KVALITA A MIGRÁCIA V KRAJINÁCH EÚ

SOCIAL QUALITY AND MIGRATION IN EU COUNTRIES

Mária Antalová

Abstract

Today, the social quality is increasingly coming to the attention of scientists, especially during the Covid crisis, which has brought a number of unexpected situations, which has disrupted the process of improving the quality of life. Migration, which is result of social, economic and political events and at the international level is manifested by an increase in population mobility, has a similar effect. Despite the current importance of both phenomena, their interconnectedness as well as their significance for future development has not been verified.

For this reason, we set up goal for our paper to reveal the important links between the conditional factors of the social quality, such as the socio-economic security, the social inclusion, the social cohesion and the social empowerment, with the main indicators of migration in EU states and to estimate the development of this interconnection for future. In terms of the social quality, we relied on the Global Index of Social Quality and its individual sub-indexes, created in 2011. In the case of migration, we used the Eurostat database. We tested the interconnection using the Pearson Correlation Coefficient.

Key words: social quality, conditional factors of social quality, migration in EU

JEL Code: A13, A14, J6

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GRANDPARENTAL LABOUR IN RUSSIA: ITS SCOPE, FORMS, AND PERSPECTIVES FOR COST RECOVERY

Anna Bagirova – Kristina Sapozhnikova – Aleksandr Neshataev

Abstract

Traditionally, the grandparents' participation in raising children is significant in Russia. The paper aims to study the content, forms, and scope of the grandparental labour, parents' attitude towards this type of labour, and opinions on how to stimulate it. We conducted a sociological survey in Sverdlovsk Region with both under-age children and their currently living parents and/or those of the spouse (river sample followed by random selection, n=500). Our results are as follows: more than 70% of parents receive grandparents' support in taking care of grandchildren and developing them; most often, grandparental labour lies in having conversations with grandchildren on various topics, working together, taking them to educational establishments, arranging leisure activities, etc.; parents regard grandparental labour as grandparents' will to help, a pleasure for them, and only lastly as a duty; almost 50% of those surveyed claim that grandparental labour should be financially supported by the government. The results enhance the understanding of the grandparental labour in Russia and its peculiarities. They prove it is big in scope and raise the question of its stimulation by the state. Considering these results may contribute to the effectiveness of demographic policy measures currently implemented in Russia.

Key words: Grandparenting, grandparental labour, Russian parents

JEL Code: J13, J14, Z13

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METHODS OF EDUCATION DURING THE PANDEMIC IN THE CONTEXT OF DEMOGRAPHY

Anikó Barcziová – Renáta Machová

Abstract

The research paper named: Methods of education during the pandemic in the context of demography concentrates on e-learning educational method and on its application in emergency situations, concretely during COVID-19 pandemic in 2020. Our goal in the research paper is to compare the results of a survey made by School Education Gateway in 2020 (Survey on online and distance learning – Results, School Education Gateway, 2020) with a survey made by us in the Slovak republic. We ask various teachers located in Slovakia about their personal experience of the rapid implementation of e-learning education methods in 2020, as a result and reaction for COVID-19 pandemic in Slovakia. Both qualitative researches were based on a very similar questionnaire, where the correspondents were asked about their experience and difficulties with implementing e-learning educational method in their everyday teaching activities in 2020. The following paper can be very useful and interesting, since it is about a new topic and territory, what gives us the opportunity to analyze the situation and learn from the mistakes in the future.

Key words: e-learning, education, emergency situation, pandemic, teachers' experience

JEL Code: A20, F01, I20

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THE EFFECTS OF TECHNOSTRESS ON HIGHER EDUCATION FROM THE PERSPECTIVE OF UNIVERSITY STUDENTS AND LECTURERS – COMPARATIVE ANALYSIS BY AGE GROUPS

Andrea Bencsik – Bence Csinger

Abstract

Nowadays in addition to family, friends and work relationships, education is also largely determined by technology, as thanks to modern devices, almost everyone is available twenty-four hours a day. The proliferation of digital devices in academic circles is showing an ever-increasing trend, forcing both students and lecturers to conduct all of their academic activities using technology. The aim of our research is to provide a comparative analysis that provides a comprehensive picture of the effects of technostress on higher education. Our research is primarily a theoretical study, with the help of which we present the most significant consequences. The methodology is mainly based on the analysis of literature sources, however, in order to form an even more comprehensive picture of the studied area, we use the results of a previous research as a sample. In the case of our study, it was found that age greatly influences the development of technostress, and the statement that the coercive effect of technology plays a role in the development of technostress in students' lives also holds true for teachers working in higher education.

Key words: technostress, higher education, comparative analysis

JEL Code: D83, I20, I23

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**VNÍMANIE ZAMESTNANECKÝCH VÝHOD MEDZI
GENERÁCIAMI X, Y, Z**
**PERCEPTION OF EMPLOYEE BENEFITS BETWEEN
GENERATIONS X, Y, Z**

Daniela Bertová – Jana Cocuľová

Abstract

The paper deals with the study of the perception of the attractiveness of employee benefits in the automotive industry of the Prešov region on the basis of selected age categories of employees, ie the generational workforce. The research was carried out on a sample of 174 employees and was evaluated using the statistical methods of the Kruskal - Wallis test and Kendal 's tau b. The sample consisted of generations X (1965 - 1979), Y (1980 - 1994) and Z (1995 - 1999). Based on the research, differences in the perception of employee benefits between individual generations were found. In most cases, there were generational differences in the perception of the attractiveness of the benefits currently provided in society. Examining the intergenerational differences and satisfaction with the current benefits package, it was found that the oldest generation was the most satisfied with the current package and the satisfaction of the younger generations decreased.

Key words: Employee benefits, Benefits in the company, Generations in the company.

JEL Code: M12, O15

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A QUALITY EDUCATION AS AN IMPORTANT GOAL OF SUSTAINABILITY DEVELOPMENT IN THE FIELD OF HUMAN CAPITAL

Zuzana Bezáková - Jana Černá - Julia Fomina - Natalia Leshchenko

Abstract

The conference paper deals with the issue of Agenda 30 and sustainability development goals in the context of human capital. In the theoretical part it is important to define the theoretical background in the field of socially responsible behavior of enterprises and specific targets that should be implemented by 2030 and were accepted by UN member states. The paper presents the results of research carried out in 7 European social enterprises focused on education. Changes in education are related to the fulfillment of goal number 4 within the SDG, which is Quality Education, an important factor in increasing the potential of human capital.

Key words: Sustainable development goals. Human Capital. Social Enterprise. Quality Education.

JEL Code: J24, Q01, Q56.

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LABOUR UNIONS' ROLE IN IMPROVING RUSSIAN DEMOGRAPHIC POLICY: CONTENT ANALYSIS RESULTS

Natalia Blednova

Abstract

Many researchers justify work-parenting balance difficulties by lacking effective corporate demographic policy support measures for employees with children. In this context, the role of workers' labor unions is exciting. Our study aims to identify the position of Russian labor unions in the system of social and labor relations and evaluate the effectiveness of the existing corporate demographic policy measures. We conducted a content analysis of 30 industry-specific federal-level social partnership agreements.

The results are following.

1. The agreements specify 45 types of support measures for the parents employed.
2. Mainly, the agreements provide for such measures as full or partial travel grants to children's healthcare establishments, additional short-term leave when giving birth, social and economic support when starting a family and giving birth, and health-resort treatment procedures for employees and their families.
3. The support measures specified in the agreements are often non-binding and can be provided at the employer's discretion.
4. There are very few measures that could help mitigate the barriers when balancing work and parenting.

The results obtained may be used to improve corporate demographic policy and design fundamentally new measures that would stimulate employment among workers with children.

Key words: corporate demographic policy, labour unions, work-family balance, content analysis.

JEL Code: J13, J18

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**DEVELOPMENT OF THE SECTORAL STRUCTURE OF
EMPLOYMENT IN THE CZECH REPUBLIC IN THE YEARS
1993 – 2020 IN CONTEXT OF CHANGES IN THE
EDUCATIONAL POPULATION STRUCTURE**
VÝVOJ ODVĚTVOVÉ STRUKTURY ZAMĚSTNANOSTI V ČR
V LETECH 1993 -2020 V KONTEXTU ZMĚN VZDĚLANOSTNÍ
STRUKTURY OBYVATELSTVA

Hana Boháčová – Pavla Jindrová

Abstract

Five-level statistical classification of economic activities called NACE (Nomenclature statistique des activités économiques dans la Communauté européenne) is used in the European Union countries. In the Czech Republic, the CZ-NACE classification has been used since 2008. CZ-NACE extends the pan-European NACE by 160 national items (at the most detailed fifth level). The employment structure by economic activities changes over time. There are many factors that influence these changes, especially the modern technologies development and related changes in the society needs, which are gradually reflected in the labor market. Many professions that have recently been on the rise have important qualification prerequisites. This fact is also reflected in gradual changes in education. The aim of this paper is to analyze the development of the number of employees in individual industries according to CZ-NACE and the connection between the development of the industry structure of employment and changes in the educational structure of the population of the Czech Republic.

Key words: sectoral employment structure, CZ-NACE classification, development of the education structure

JEL Code: I25, J11, J01

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ANALYSIS OF FACTORS DETERMINING THE RETENTION OF TALENTED EMPLOYEES

Jana Cocuľová – Nella Svetozárovová

Abstract

The paper deals with the issue of talented employees, focusing in particular on the issue of retention of talented employees, currently one of the most important practices of human resource management. The paper also presents the results of the research carried out on a sample of 210 talented employees working in organizations in the Slovak Republic. The aim of the research was to determine whether there are statistically significant relationships between selected retention factors and the commitment of talented employees. For this purpose, 5 statistical hypotheses were tested using Pearson's correlation coefficient. It was confirmed that succession planning, learning and education, the possibility of flexible working hours and the possibility of presenting own proposals and ideas could be seen as determining factors of talent retention.

Key words: talented employees, retention, commitment, human resources.

JEL Code: M12, M53.

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RISK ASSESSMENT FEATURES IN PUBLIC SECTOR PERFORMANCE AUDIT

Dalia Daujotaite – Arturas Balkevicius

Abstract

This paper discusses practices for using risk assessment in performance audit the challenges and opportunities of Supreme Audit Institution (SAI). Performance audits take a very important place in public sector as parliamentary oversight and governance instrument, delivers new information, insights and recommendations for improvement and modernization of public sector management based on audit findings. Audit risk and risk management assessment allows organizations to improve the efficiency and continuity of their activities, to manage new risks, like human capital risks more effectively. EUROSAI surveys results showed that a risk assessment is related to the whole audit process, from the drafting of the audit report to the use of the follow-up results. The purpose of this article is to investigate the theoretical assumptions of performance audit risk assessment, their expression through the review and application of standards. Performance audit analysis based on SAI of Lithuania activity plans, reports, and expert assessment. 2021 performance audits respond to the institution's chosen priorities: economic stimulus measures, evidence-based management and a safe environment and a healthy society. The findings of the study may be useful in view of growing role and importance of performance auditing and its positive impact on the public sector in Lithuania.

Key words: performance audit, risk assessment, supreme audit institutions, public sector

JEL Code: M42, M48, D81

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INDUSTRY 4.0 AND THE PERCEPTION OF BASIC CONCEPTS BY EMPLOYEES WITH DIFFERENT EDUCATIONAL BACKGROUNDS

Marián Dírěš – Soňa Chovanová Supeková

Abstract

The development of Industry 4.0 in recent years has affected the entire industrial sector. The new paradigm of industry is changing the overall view of the economy. The sector is experiencing a problem of staff resources at different levels of education. The Slovak economy is dependent on industrial production. The individualisation of industrial products is coming to the fore, which is pushing for increased competitiveness. Our aim is to find out what is known about Industry 4.0. Finding out the cognizability of the concepts of Industry 4.0, computerization, attitude towards the innovative transformation of Slovak industry. We focused on testing four hypotheses aimed at differences in the perception of the topic of industry between respondents with two different types of education - on the one hand is the education of technical, economic, and natural sciences, on the other hand is the education of humanities, pedagogical and others.

Key words: Industry 4.0, SME, internationalization, industry

JEL Code: F15, F18, F21

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MORTALITY MODELLING – LOGISTIC FUNCTION

Petra Dotlačilová

Abstract

Recently, aging of population has been an increasingly discussed topic. Improve in medical care means increase in the age until which people live on average. Therefore, it is increasingly interesting to monitor the mortality of people in higher ages. This mortality is gradually decreasing and it causes the population aging. The aging of the population will have an impact on the health and social system. Gradually, the system will need to be reformed to prepare for the increase in the number of elderly people and also for the decline of young people. This is also the reason why the mortality in these ages should be described as best as possible. One of the approaches used is to model mortality using analytical functions.

The aim of this article is to model the mortality of people at the age 60+. Mortality will be analyzed for the population of the Czech Republic. The latest available data about mortality will be used and for mortality modelling will be used Kannisto model. Attention will be also focused on the effects of the COVID-19 pandemic on mortality. The obtained results will be subsequently evaluated by proposed criterion – sum of weighted squared deviations.

Key words: mortality, models of mortality, logistic function, Kannisto model

JEL Code: J10, J11, J19

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BACKGROUND OF THE PRE-RETIREMENT IN THE CZECH REPUBLIC

Zuzana Dvořáková

Abstract

Research background: Stress at work and job insecurity are critical reasons that influence employees' decisions to change employers, lead to fluctuations, or retire early. In the EU, population aging is a long-term problem that negatively impacts the state budget and pension systems' sustainability. In the Czech Republic, the share of pre-retirement is constantly growing. In 2010, they accounted for only 19% of all old-age pensions. In 2019, 643 thousand inhabitants received an early retirement pension, i.e., almost 27% of all old-age pensions, and in 2020, early retirement accounted for 29% of newly granted pensions.

Purpose of the paper: Research about job motivation shows that the higher the autonomous motivation profile of employees, the greater is their commitment, higher quality of working life, job satisfaction, lower fear of job loss, and lower burnout rate compared to those who have a low level of autonomous motivation. The paper aims to analyze how the situation in the Covid-caused economy in the CR affects the intention of employees 50+ to apply for their pre-retirement if they have no job security, feel threatened by young and more technically skilled co-workers, lose autonomy at work, and having limited access to further education or retraining. Research methods: Methods cover desk research based on analyzing data in bibliographic databases and statistics. The study covers two parts: starting with statistic data regarding trends in pre-retirement and going to papers published in the Web of Science last decade.

Findings & Value added: Stress at work and job insecurity reduce the quality of working life, but perceptions of the quality of working life vary according to the age groups of employees, gender, belonging to migrants, or minorities in the majority society. Since 2020, the economy affected by the measures due to the COVID-19. They caused concerns for employees 50+, such as keeping a job or getting a new one at a comparable qualification level. Employers and the work motivation profiles of their employees are interlinked, conditioned by the local economy regulations and patterns of population behavior.

Key words: Pre-retirement, Population aging, Employees 50+

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BUSINESS CLOSURES AND THE CHANGING NUMBER OF SELF-EMPLOYED PEOPLE DUE TO THE COVID-19 PANDEMIC IN SLOVAKIA AND HUNGARY

Monika Esseová – Roland Marča

Abstract

Due to the rapid spread of COVID-19, many businesses all over the world have closed and just a smaller proportion of them have been able to reopen thanks to easing of restrictions. Regarding the hard economic situation and the fact that many people have lost their job, there arises the question whether the number of self-employers will rise in the next period. The data were gathered among Slovak and Hungarian citizens through surveys as a quantitative method. Mann-Whitney U tests were performed to analyse the formulated 2 hypotheses where before it was necessary to carry out normality tests. Concerning the new trends, the paper aims to give a comprehensive international comparison in terms of business closures and their reopens, and the number of entrepreneurs. The results of the examination showed that Hungarian respondents have not got a greater willingness to think that more than half of businesses closed due to the effects of the COVID-19 epidemic will reopen, than Slovak respondents. Against, according to the results it can be declared that Hungarian respondents have a greater willingness to think that the number of self-employed people will increase in the future, than Slovak respondents.

Key words: Entrepreneurs, COVID-19, risk management plan, business reopens

JEL Code: E24, M21, J21

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**MEDIÁLNÍ OBRAZ PANDEMIE COVID 19
A BEZPEČNOSTNÍ RIZIKA V KOMUNIKACI**
MEDIA PORTRAYAL OF THE COVID 19 PANDEMIC
AND SECURITY RISKS IN COMMUNICATION

Zdeněk Eška

Abstract

The article analyzes the media image of the security risk in communication, which is a response to disease Covid-19. It refers to the use of Barthes theoretical concepts in contemporary visual communication. The article also focuses on the Gunter Kress' theory of multimodality as well as on graphic design rules. Image analysis should help us to understand the essence of the media image, as well as the nature of communication between the recipient and the visual message.

The essence of representational meaning is that it is shared by the participants and this sharing takes place on the basis of certain features. For example, when we point to the syntax of an image as the source of representational meaning. In its spatial arrangement, we will be interested in the spatial relations between objects and aspects.

The thesis will take the form of a one-case study, in which it will discuss the approach of three different Czech daily papers to current topics with nationwide overlap.

Key words: Media image, image analysis, disease Covid-19, theory of multimodality, visual message.

JEL Code: C78, D79, D83

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IMPACT OF THE COVID-19 PANDEMIC ON BUSINESS INTERNATIONALISATION AND INVESTMENT

Ladislav Fabo – Soňa Chovanová Supeková

Abstract

The internationalisation of business activities is currently taking place mainly because of rapid scientific and technological progress, rapid developments in information and communication technologies, international economic cooperation, and interdependence between national economies. These factors have resulted in the growth of international trade flows in goods, services, capital, labour, knowledge, and information. At the beginning of 2020, the world was paralysed by the Covid-19 pandemic, which necessitated several stringent measures. The aim of this paper is to identify the current business environment problems in the field of internationalization and investment, which are caused by the impact of government measures due to the COVID-19 pandemic on international business. We also identify how the behaviour of national economic actors and foreign direct investment has been affected. The methodology of the paper is based on the interpretation and analysis of theoretical outputs (literature and scientific articles) on the issue under study in combination with official statistical data from relevant world organizations. The result of this work is the basis for drawing a conclusion on the impact of the Covid-19 virus pandemic on international trade.

Key words: foreign direct investment, internationalization, COVID-19 pandemic

JEL Code: F15, F18, F21

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**VPLYV VZDELANIA NA REPRODUKČNÉ SPRÁVANIE
V KONTEXTE NÍZKEJ PLODNOSTI NA SLOVENSKU
PO ROKU 1992**

**THE EFFECT OF EDUCATION ON REPRODUCTIVE
BEHAVIOUR IN LOW-FERTILITY SETTINGS IN SLOVAKIA
AFTER 1992**

Eva Fekiačová

Abstract

The relationship between reproduction and highest educational attainment is now one of the main determinants of reproductive behaviour. In post-modern societies, it is generally associated with a negative impact of higher levels of education on the number of children born. Educational attainment can affect not only women's final fertility or time of entry into motherhood, but also absolute childlessness. It also affects individual preferences, normative orientations and the development of individuals' values. The relationship between education and reproduction can be grasped at several levels. The present paper therefore highlights the differences between individuals in educational categories in Slovakia after 1992 and offers an analytical and theoretical explanation of the development and differences in reproductive behaviour. We have developed demographic analyses that directly assess the relationship between women's education and the number of children born, childlessness or age at entry into motherhood. Based on the results, we can define the level and pattern of the impact of education on women's reproduction.

Key words: education, fertility, reproduction

JEL Code: J11, J13

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POPULACE ROMŮ VE SČÍTÁNÍ LIDU 2011 Z HLEDISKA ÚZEMNÍ DISTRIBUCE A SOCIODEMOGRAFICKÉ STRUKTURY

ROMA POPULATION IN THE 2011 CZECH CENSUS BY TERRITORIAL DISTRIBUTION AND SOCIO-DEMOGRAPHIC STRUCTURE

Laura Fónadová – Tomáš Katrňák – Ivana Šimíková

Abstract

The text analyses the inhabitants of the Czech Republic who in the 2011 Census of Population, Houses and Flats (SLDB11) either declared themselves to be of Roma nationality or indicated Roma as their mother tongue (or overlap in these characteristics). The authors analyse these persons both in terms of territorial distribution and socio-demographic structure. The data were obtained from the Czech Statistical Office. The text shows that although the Roma in the Czech Republic represent a predominantly urban population, the regions of the Czech Republic can be divided into four basic types in terms of the nature of the Roma population. Moreover, linking the aggregated SLDB11 data on spatial distribution with the data on socially excluded localities (SEL) from 2015 shows a significant overlap between the Roma population and the population living in SEL. In terms of socio-demographic structure, the authors analyse the differences between the general population, the Roma population that is identified by nationality, and the Roma population that can be identified by the Roma language. The conclusions show that there are significant differences between these populations living on the territory of the Czech Republic.

Key words: Census, Roma population, Czech Republic, sociodemographic structure.

JEL Code: J10, J15, J19

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CHANGES OF THE AGE STRUCTURE OF ENTREPRENEURS IN NITRA REGION COMPARED TO THE REGIONS' DEMOGRAPHY

Noémi Fóthy

Abstract

Demographic changes in our society have a huge impact on different parts of the economy. This paper surveys the changes in the age structure of entrepreneurs in Nitra region. The aim of this paper is to expand how does the age structure of individual entrepreneurs look like in the region, and how it has changed compared to the 2011 data and to the demographic state of the region. Small and medium-sized enterprises (SMEs) have a huge impact on the development of a region. In Slovakia, SMEs make 53% of the employment rate and approximately more than 30% of the GDP. Hence, the aim of this paper is to present the age characteristics of small and medium-sized enterprises. Moreover we examine the percentage of young entrepreneurs in the region compared to the 2011 data. Using the regional data we estimate the number of entrepreneurs in Nitra region then we model our findings on a graph.

Key words: age structure, Nitra region, entrepreneurs

JEL Code: J11, J10, L26

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**VPLYV PANDÉMIE OCHORENIA COVID-19 NA
DEMOGRAFICKÉ A EKONOMICKÉ ZMENY REGIÓNOV
NUTS 3 V SLOVENSKEJ REPUBLIKE**

**THE IMPACT OF THE PANDEMIC "COVID-19" DISEASE ON
DEMOGRAPHIC AND ECONOMIC CHANGES OF THE NUTS 3
REGIONS IN THE SLOVAK REPUBLIC**

Jozef Habánik – Martina Jakubčinová – Katarína Štefčíková

Abstract

The epidemic of the new Covid-19 disease is having a negative impact not only on human health, but also on the economy of the regions. 2020 was a year for most countries, which brought with it not only demographic changes, but also a significant intervention in the economies of the countries. The approaches to dealing with the negative effects of a pandemic C-19 on the society are diverse in individual regions. Due to "lockdowns" and constraints, disparities between regions have deepened from a demographic as well as an economic point of view. For this reason, it is necessary to apply such policy measures that will contribute to the faster recovery of those areas in the national economy that have been most affected by the pandemic.

The main purpose of the paper is to analyze and evaluate demographic changes and changes in the economic structure of NUTS 3 regions in the Slovak Republic caused by the Covid-19 pandemic, identify and specify its effects on individual areas of the national economy in order to offer a basis for more effective decision-making in the following stages of a pandemic.

Key words: regional disparities, demographic development, economic development, pandemic Covid-19

JEL Code: R00, R10, R23, J00

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VÝVOJ MEZIPORODNÍCH INTERVALŮ V ČESKÉ REPUBLICCE

BIRTH SPACING IN THE CZECH REPUBLIC

Filip Hon

Abstract

The paper examines the birth spacing, this is an important part of the fertility analysis. There is a lack of literature about the birth spacing in the Czech Republic. The aim of the paper is to compare birth spacing intervals in the context of fertility rates from the second half of the twentieth century.

It turned out that despite a significant change in the nature of reproduction since World War II, birth spacing intervals do not change much. An exception was the year 1999, where, to put it simply, a much more frequent situation was when a woman would have another child later and the birth spacing intervals were therefore wider in these cases. At present, simply said, the situation is similar to 1959 and 1979, except that there is a larger share of the birth spacing interval of two years compared to the interval of one year, and there is a more frequent situation where women have another child with a delay of more than ten years.

Key words: fertility, birth spacing, birth order

JEL Code: J11, J13

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**VPLYV REZILIENCIE NA PRACOVNÝ VÝKON
ZAMESTNANCA A JEHO SCHOPNOSŤ VZDELÁVAŤ SA VO
VYPÄTÝCH SITUÁCIÁCH**

**THE IMPACT OF RESILIENCE TO THE EMPLOYEE'S WORK
PERFORMANCE AND ITS ABILITY TO EDUCATE IN THE
OUTSTANDING SITUATIONS**

Andrea Horváthová

Abstract

Technological advancement will increase demand for highly qualified workers who have the desired skills and can handle the stress situations, overcome crises and defy adverse situations. A key aspect that is important for the reproduction of human capital is the impact of resilience to the employee's labor performance associated with his education and increasing his individual value on the labor market and stress management. The concept of resilience that consists in building the ability to handle the stress situations in life is in the current world needed both in work and in a person's private life. On his basis, an employee can develop their potential. If such a balance does not occur, the employee does not have the ability to balancing, it cannot and failures. The article aims to evaluate the skills and knowledges of workers as can work under pressure and stress. We focus on employees and their ability to deal with certain stress and unknown workplace situations that need to be addressed on the day-to-day basis.

Key words: enterprise, resilience, employees, education, human capital

JEL Code: I29, M12, M59

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ASPEKTY RODINNÉHO PODNIKANIA V SR V POROVNANÍ S VYBRANÝMI ŠTÁTMI EÚ

ASPECTS OF FAMILY BUSINESS IN THE SLOVAK REPUBLIC IN COMPARISON WITH SELECTED EU COUNTRIES

Romana Hricová – Renáta Madzinová

Abstract

Family business has specifics that companies founded by partners without family ties do not have. A typical feature of family business is that family members participate in the ownership and management of a family company. Family businesses try to keep the business on the market for a longer period of time, i.e. not to limit business to the productive age of one generation, but to continue the business and pass the business on to the next generation. While family business is a pillar of business abroad, the term "family business" is not yet defined in Slovak legislation. However, as the experience and needs of family businesses show, it is necessary that the definition of a family business is also included in the Slovak legislation, as the current legislation does not reflect the specifics associated with this type of business. The article discusses the reasons why the legislation on family business, family trade in Slovakia should be adopted. It compares the Slovak legislation with selected EU countries - specifically with the Czech Republic, Italy and Malta, which have an advantage over Slovakia in the legislative field and can be an inspiration for economists and legislators in Slovakia.

Key words: family business, legislation, generation change

JEL Code: J24, J62

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IMPACT OF PANDEMIC TRANSFORMATIONAL CHANGE ON THE HUMAN CAPITAL IN INFORMAL NETWORKS AND ORGANIZATIONAL PERFORMANCE IN RUSSIA

Iliia Chernenko – Natalya Kelchevskaya – Irina Pelymskaya

Abstract

The processes of knowledge sharing and learning in informal networks intensify during the periods of transformational change in organizations, since the system of formal business processes is experiencing destructive influence of the external environment. The aim of the study is to provide empirical insight into the process of human capital creation in informal networks under the influence of recent pandemic limitations and opportunities and evaluate its impact on organizational performance. The data collected using structured questionnaire in Google Forms include 203 responses from employees of Russian companies and entrepreneurs operating in Sverdlovsk region. The authors propose an original framework to evaluate the impact of informal human and relational capitals on performance and use factor and regression analyses to test the research hypotheses. Research findings demonstrate that internal changes in processes and social sphere due to pandemic positively impact informal knowledge sharing and learning which in turn reinforce organizational performance. Practical implication of this study is that more human capital management practices considering informal networking principles are needed as informal knowledge sharing is an important predictor of organizational performance during transformation.

Key words: Organizational change, COVID-19 pandemic, Human capital, Informal networking, Performance

JEL Code: J24, D85, M12

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ASPECTS OF THE DEVELOPMENT AND GROWTH OF CORPORATE INNOVATIVENESS IN RELATION TO MARKETING COMMUNICATION DEPENDING ON THE GENDER OF THE SLOVAKIAN TOP MANAGERS

Soňa Chovanová Supeková – Hana Krchová – Peter Zbranek

Abstract

The article gives an overview of research in small and medium-sized enterprises in the Slovak Republic in terms of innovation and its application in various areas of marketing management in enterprises. The study consists of quantitative and qualitative research in 638 enterprises, focusing primarily on a questionnaire survey. The criterion analysis serves to identify the specifics of the perception of innovations of their application in enterprises from the aspect of the gender of the top manager of the enterprises under study. The paper provides empirical evidence on how gender may influence the choice of communication channels in terms of innovations in marketing communication. Gender equality is still something of a management issue in modern society. An interesting fact is that 54% of the companies surveyed have women in top management. We can conclude that the influence of gender in the implementation of modern tools in marketing communication is evident. More than 47% of the enterprises surveyed consider their business to be innovative (of which 51% are women in TOP management) and 23% of the enterprises consider their business to be the most innovative in the field of marketing (of which, again, more than 50% are women in TOP management). The paper presents empirical results of innovativeness in enterprises in relation to modern marketing communication tools.

Key words: innovation, enterprise, marketing communication, online marketing, gender

JEL Code: JEL M13, JEL M14, JEL O22, JEL H430

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PŘÍČINY A DŮSLEDKY MIGRACE PRACOVNÍCH SIL VE ZDRAVOTNICTVÍ VE VYBRANÝCH EVROPSKÝCH ZEMÍCH

CAUSES AND CONSEQUENCES OF WORKFORCE MIGRATION IN HEALTHCARE IN SELECTED EUROPEAN COUNTRIES

Pavla Jindrová – Hana Boháčová

Abstract

Migration of the health workforce is a global problem and has in recent decades growing. The aim of this article is to analyse selected causes and consequences of the migration of doctors and nurses in European countries and their relationship. Based on published data for European OECD member states using synthetic variables and Spearman correlation coefficients, the article verifies the assumption that the main causes of this migration are better wages and better conditions for the life and career growth in the destination. Therefore, it uses indicators of financial flows to health care, the number of practicing physicians and the number of nurses and their remuneration. The aim is also to verify the assumption that the departure of medical staff may worsen the conditions of health care in the home destination. The consequences can include higher mortality from serious diseases, but also higher avoidable mortality, e.g. due to neglected preventive examinations, or the unmet health care due to financial, geographical or long waiting times. The analysis is based on OECD statistics for European countries for 2019.

Key words: healthcare, workforce migration, synthetic variables, comparisons

JEL Code: I14, I18, O15

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DIGITAL COMPETENCE IN THE VISEGRÁD COUNTRIES

Tímea Juhász – Annamária Horváth – Botond Kálmán – Arnold Tóth

Abstract

One of the key competences today is digital competence. This competence plays a role not only in our work, but also in our daily lives. There is no part of our lives in which the importance of digital competence does not appear. Its significance has been extremely scaled up by the covid pandemic and the challenges generated thereby. The European Union has been investigating for years how its member states utilize possibilities being offered by digitalization, both in private life and in the workplace. The current study is examining V4 countries (Hungary, Slovakia, Poland, Czech Republic) from this perspective, on the one hand, building on the DESI index being provided by the EU, and by means of analyzing Eurostat statistics. The results of the research demonstrate that although V4 countries are behind in this question from several aspects, there are multiple areas where exploiting the possibilities offered by the digital space is already functioning.

Key words: DESI index, digital competence, labor market

JEL Code: O34, O35

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APPLICATION OF IMPLICITLY WEIGHTED REGRESSION QUANTILES: ANALYSIS OF THE 2018 CZECH PRESIDENTIAL ELECTION

Jan Kalina – Petra Vidnerová

Abstract

Regression quantiles can be characterized as popular tools for a complex modeling of a continuous response variable conditioning on one or more given independent variables. Because they are however vulnerable to leverage points in the regression model, an alternative approach denoted as implicitly weighted regression quantiles have been proposed. The aim of current work is to apply them to the results of the second round of the 2018 presidential election in the Czech Republic. The election results are modeled as a response of 4 demographic or economic predictors over the 77 Czech counties. The analysis represents the first application of the implicitly weighted regression quantiles to data with more than one regressor. The results reveal the implicitly weighted regression quantiles to be indeed more robust with respect to leverage points compared to standard regression quantiles. If however the model does not contain leverage points, both versions of the regression quantiles yield very similar results. Thus, the election dataset serves here as an illustration of the usefulness of the implicitly weighted regression quantiles.

Key words: linear regression, quantile regression, robustness, outliers, elections results

JEL Code: D72, C21, Y91

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THE 2020 ELECTION IN THE UNITED STATES: BETA REGRESSION VERSUS REGRESSION QUANTILES

Jan Kalina

Abstract

The results of the presidential election in the United States in 2020 desire a detailed statistical analysis by advanced statistical tools, as they were much different from the majority of available prognoses as well as from the presented opinion polls. We perform regression modeling for explaining the election results by means of three demographic predictors for individual 50 states: weekly attendance at religious services, percentage of Afroamerican population, and population density. We compare the performance of beta regression with linear regression, while beta regression performs only slightly better in terms of predicting the response. Because the United States population is very heterogeneous and the regression models are heteroscedastic, we focus on regression quantiles in the linear regression model. Particularly, we develop an original quintile regression map; such graphical visualization allows to perform an interesting interpretation of the effect of the demographic predictors on the election outcome on the level of individual states.

Key words: elections results, electoral demography, quantile regression, heteroscedasticity, outliers

JEL Code: D72, C21, Y91

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THE DEMOGRAPHIC FUTURE OF EUROPE – CURSE OR OPPORTUNITY? ON THE EXAMPLE OF GERMANY

Konstantin Keller – Tomáš Peráček

Abstract

This paper examines the current state and the projection of demographic development with its effects on the working generation. Population development in Europe varies from country to country. Overall Europe's share of the world population will continue to decline. The average age of people in Europe is the highest of all continents, and the trend is upward. As a result, less employed people will have to earn the pensions of more elder people. This paper expounds how these challenges can be met and what solutions can be pursued, whereby the focus is on the aspects (1) job market, (2) immigration and (3) pensions. Especially against the background that the financial burdens for the younger people are already high today and are unlikely to decrease. A look to several countries and their interesting approaches to this are mandatory. The question therefore arises if the demographic future of Europe is a curse or perhaps an opportunity. Because there may also be good news for younger generations - demographic change means increasing possibilities on the job market.

Key words: Demographic; population ageing; labor economics

JEL Code: J01; J11

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CYBERBULLYING AS A MODERN PHENOMENON OF THE PRESENT TIME AND ITS IMPACT ON YOUTH

Antonín Korauš – Lucia Kurilovská – Stanislav Šišulák – Patrícia Krásná

Abstract

Cyberbullying as a modern phenomenon that affects the most vulnerable part of our society - children and youth - is a current threat. Even in the context of the current situation related to COVID 19, cyberbullying has an increasingly dangerous impact on young people. Online space is a threat, which produces number of factors that negatively affect the development of our society. The threats of online space that affect society are becoming more sophisticated and very difficult to eliminate. Authors of presented article point out to the various forms of negative impact of cyberbullying on society, especially on children and young people. Authors also mention prevention possibilities of cyberbullying and protection and support of potential and actual victims of cyberbullying. Nowadays this problem is much discussed topic because of its ability to threaten a wide range of potential victims. Therefore it is more than necessary to pay scientific attention to cyberbullying and to constantly examine its impact on society.

Key words: cyberbullyin, youth, prevention, victims, online space

JEL Code: I29, J70, K32

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THE ROLE OF TERTIARY EDUCATION IN THE CASE OF JOB SATISFACTION IN THE NOVÉ ZÁMKY DISTRICT

Enikő Korcsmáros – Roland Marča

Abstract

There is a general perception that people after tertiary education can be more satisfied with their jobs. This perception can rightly arise the question, whether people with higher educational attainment are more satisfied with their current jobs? The employees' job satisfaction is pivotal for them and the businesses either. In the last year and a half, the life of the people has completely changed. The unknown COVID-19 has put enormous pressure on people's daily habits. A myriad of factors has influenced jobs to become vulnerable. Not only did the virus change the circumstances of working, but it also did change job satisfaction. The paper investigates whether there is a positive monotonous trend between respondents' educational attainment and job satisfaction. A rank-based nonparametric Jonckheere-Terpstra test was used to analyse the formulated hypothesis. The representative study has taken place in the Nové Zámky district in Western Slovakia at the end of 2020. After a statistically significant Jonckheere-Terpstra test, the value of Kendall's tau-b was also used to analyse whether the trend is either positive or negative. Thanks to the results, it can be concluded that there is a statistically significant increasing monotonic trend between the analysed variables.

Key words: Job satisfaction, tertiary education, work environment, COVID-19, performance

JEL Code: J28, O15, J81

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FORMATION OF HUMAN CAPITAL IN THE LABOR MARKET FROM THE PERSPECTIVE OF STATISTICAL ANALYSIS FOR THE PERIOD 2005-2020

FORMOVÁNÍ LIDSKÉHO KAPITÁLU NA TRHU PRÁCE Z POHLEDU STATISTICKÉ ANALÝZY ZA OBDOBÍ 2005-2020

Pavla Koťátková Stránská – Josef Košťálek

Abstract

Technický vývoj a rostoucí požadavky tržního prostředí kladou neustále větší nároky na kvalitu lidského kapitálu. Právě lidský kapitál je nepostradatelnou složkou bohatství a vlastnictví jednotlivých ekonomických subjektů na trhu práce. Lidská práce pomáhá při dosahování konkurenčních výhod při přijímání novějších digitálních technologií. Současné trendy ve vývoji nových technologií, které byly spojeny s nevratným úbytkem mnoha pracovních míst, vznikem strukturální nezaměstnanosti a následným přesunem pracovní síly mezi hospodářskými odvětvími. Jedním ze způsobů, jak zmírnit negativní dopady těchto procesů, je podpora formování lidského kapitálu, posílení kompetentní adaptability a mobility pracovních sil, což pomůže vybudovat sociální a emocionální odolnost vůči otřesům na trzích práce. Zaměstnavatelé neustále hledají schopné zaměstnance, kteří drží krok s technickým vývojem, dokáží být flexibilní a neustále prohlubovat a rozšiřovat své vědomosti. S tím souvisí též požadavek kladený na zaměstnavatele, aby vytvořili takové pracovní prostředí, které dokáže formovat a utvářet jejich lidský kapitál. Z hlediska rozvoje a formování lidského kapitálu je nový trend celoživotního vzdělávání ve školním vzdělávacím systému a také školení podél zaměstnání ve vzdělávacích strukturách. Cílem článku bude zhodnocení lidského kapitálu v období 2005-2020 z pohledu trhu práce v rámci jednotlivých krajů České republiky (vyjma Prahy) pomocí nástrojů statistické analýzy a matematického modelování.

Key words: trh práce, lidský kapitál, matematicko-statistické nástroje

JEL Code: C12, E24, E20

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FOREIGNERS STUDYING AT CZECH UNIVERSITIES CIZINCI STUDUJÍCÍ NA ČESKÝCH VYSOKÝCH ŠKOLÁCH

Lukáš Krabec – Jana Vrabcová

Abstract

The number of foreigners living in the Czech Republic is steadily increasing. Foreigners come to the Czech Republic most often for economic reasons, followed by family reasons and the third reason studies. The data from the period 2003-2019 were drawn from the database of the Czech Statistical Office based on registers of the Ministry of Education, Youth and Sports. The Czech Republic is currently attractive in terms of study opportunities at universities, especially for citizens of Slovakia, Russia, and Ukraine. Students from Vietnam, Kazakhstan, Belarus, and other countries are also represented at Czech universities. The increase in foreigners studying at universities in the Czech Republic was reflected not only in their absolute number but also in relative terms (over 16% in 2019). There was an increase in the full-time form of study throughout, but in the distance and combined forms the shares of foreign students stagnated. Foreigners studying a public university in the Czech Republic from the point of view of the classification of fields (ISCED-F 2013), most often choose the fields of health care, medical and pharmaceutical sciences, natural sciences and the sciences of culture and art. The relatively small representation is quite logically in the field of study of pedagogy, teaching and social work.

Key words: education, universities, foreigners, Czech Republic

JEL Code: I20, F22

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**REGIONÁLNE ODLIŠNOSTI MIGRÁCIE PRACOVNEJ SILY
DO ZAHRANIČIA Z POHĽADU VEKU**
**REGIONAL DIFFERENCES OF LABOR MIGRATION ABROAD
IN TERMS OF AGE**

Emília Krajňáková

Abstract

Slovakia has been facing labor migration since joining the European Union, which is still one of the current political, social and economic issues discussed in Slovakia. The discussion of various political meetings, professional conferences or academic and media debates is precisely the migration of the workforce abroad. A large part of the researched issue focuses on the overall migration of the labor force from Slovakia, as from the country of origin and not from certain parts of Slovakia, as from towns and villages or from districts or regions. It is the issue of labor migration abroad from individual parts of Slovakia that is a topic that should deserve more attention. In our contribution, we dreamed focused on the topic of regional differences in labor migration abroad from the point of view of age. Age is a highly marked sign in the migration of the workforce abroad. To compare the regional differences in labor migration abroad, we divide the labor force into age groups 15-24 years, 25-34 years and 55 plus years. We will also focus on the reasons why people in different age groups have decided to emigrate to work abroad.

Key words: regional differences, manpower, migration

JEL Code: J610, R23, J62

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THE ISSUE OF POSSIBLE REDUCTION OF THE GENDER GAP

Hana Krchová – Katarína Švejnová Höesová

Abstract

The presented article focuses primarily on the issue of differences between men and women. Thanks to the current Covid-19 pandemic, this gender inequality is deepening in all aspects of work and social life in all countries of the world. Although there is a general effort to minimize this gap, there is only limited success. As part of the paper, we focus primarily on the statistical analysis of individually selected parameters on the example of the V4 countries. The aim is to provide an answer to which of our selected factors have a higher degree of significance. Factors on which attention was focused were women's secondary education, the number of women in company leadership positions, the length of maternity leave, and women's unemployment. Based on the regression analysis, it was found that the greatest importance in reducing the gender gap is the secondary education of women and then the length of maternity leave.

Key words: Education, Gender Equality, Gender pay gap, Unemployment, Women.

JEL Code: J16, I21

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CHUDOBA PRACUJÚCICH NA SLOVENSKU WORKING POVERTY IN SLOVAKIA

Viera Labudová – Marek Mundier

Abstract

According to Eurostat's definition, individuals are at risk of in-work poverty when they work for over half of the year and when their equivalised yearly disposable income is below 60 % of the national household median income level. During the economic crisis, the number of workers at risk of poverty in the EU has risen. Latest Eurostat figures show that around 9 % of European workers are at risk of poverty. The main goal of this paper was to analyse the population of working poor in the Slovak Republic. The analysis was performed for the years 2007 and 2017 and was aimed at identifying factors that affect the chances of a working individual to be at risk of poverty. The logistic regression model and the Chi-square test of independence were used to identify these factors. The article provides results that were gained from the sample EU SILC cross-sectional component provided by the Statistical Office of the Slovak Republic.

Key words: in-work poverty, in-work at risk of poverty rate, EU SILC, logistic regression model

JEL Code: C35, I32, J31, P36

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THE LEVEL OF DEVELOPMENT OF LINE MANAGERS' MANAGERIAL COMPETENCIES

Tatiana Lapina - Tatiana Stuken - Olga Korzhova

Abstract

Line managers are one of the key groups of the organization's personnel. The effectiveness of the entire organization ultimately depends on how well their managerial competencies are developed. In this article, the authors analyze the development of managerial competencies of line managers in Russian companies. At the same time, there is assessed the development of 11 groups of competencies. The source of information was a questionnaire survey of line managers of Russian companies conducted in the fall of 2020. On average, the level of development of managerial competencies of line managers turned out to be quite high. However, at the same time, there is a dispersion of development by individual competencies and dispersion of development of competencies by individual groups of managers. As a result of the cluster analysis, it was possible to identify three groups of line managers with different levels of development of managerial competencies. In addition, the influence of certain factors on the development of competencies was recorded. In addition, with the help of factor analysis, the relationship between the development levels of individual competencies was revealed.

Key words: line managers, managerial competencies, types of managers

JEL Code: J24, M12

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**FLEXIBILITA PRÁCE A JEJ VÝZNAM PRE
ZAMESTNÁVATEĽA, ZAMESTNANCA, EKONOMIKU A
SPOLOČNOSŤ**

**FLEXIBILITY OF WORK AND ITS IMPORTANCE FOR
EMPLOYERS, EMPLOYEE, ECONOMY AND SOCIETY**

Erika Ľapinová

Abstract

In our paper, we will pay attention to work flexibility (length and schedule of working hours, types of working and non-working relationships). It is a cross-cutting issue, whether in relation to the human capital development, to the quality of work, socially responsible behaviour of companies or organizations, in relation to the reconciliation of work and family or in relation to increasing the efficiency of production of products and services in companies and organizations, etc. At the same time, there are different categorizations of flexibility (positive, negative; qualitative, quantitative; external, internal). In our paper, we will point out the positives and risks of work flexibility for various groups (employees, companies, economy, society, labour market), which are affected. In second – analytical part of contribution we will describe existence of most widespread flexible working forms (part time, temporary contract and self employment) in Slovakia, in Czech Republic and we will compare this figures with EÚ 27 average.

Key words: flexibilita práce, flexibilita pracovného času

JEL Code: J81, J2 (J22, J23)

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**BENEFITY ESENCIÁLNYCH OLEJOV Z POHLADU
MARKETINGOVEJ PRAXE**
**BENEFITS OF ESSENTIAL OILS FROM THE PERSPECTIVE
OF MARKETING PRACTICE**

Vanda Lieskovská – Katarína Petrovčíková

Abstract

Aromatherapy can be classified as a holistic health form. There is a lot of research on the use of essential oils in various fields. The aim of this paper is to present a selection of several scientifically based microbiological research that deals with the benefits of essential oils and alternatives to their possible usage. Through this paper, we want to demonstrate the benefits of essential oils and point out their potential for use in agri-food, material, and environmental areas, as well as in the trade and services sector. At the same time, we are aware of the need to implement more intensive marketing activities and targeted marketing communication to support the idea of wider promotion of essential oils to preserve and keep human's health. This paper is the partial outcome of the grant APVV-17-0564 “Využitie spotrebiteľskej neurovedy a inováčných výskumných riešení v aromachológii a jej aplikácia vo výrobe, obchode a službách.”

Key words: essential oils, health, marketing

JEL Code: M31, M37, I19

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THE ROLE OF SOCIAL NETWORKS AND SOCIAL CAPITAL IN THE LABOUR MARKET

Renáta Machová – Kamilla Baša – Viktor Imre Demján

Abstract

Nowadays, the role of social networks and social capital is extremely important in job search and in the world of work. To determine the significance of this role, we conducted primary research, which involved a total of one hundred and fifty people. Because at the time of the research, the coronavirus pandemic only allowed for online research, we conducted our questionnaire online using the Survio online survey-software. We used the snowball method to distribute our questionnaire. In our study, we first clarify the concepts related to the topic and describe each type of social capital, and then present the results of the research. When analyzing the data, our goal is to determine how important social capital is during a job search, job interview, or wage negotiation. An important part of the analysis is also to determine if there is a difference in the attitudes of female and male respondents towards social capital.

Key words: social capital, labour market, job search

JEL Code: J20, J21, J24

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SPECIFICS OF THE EMPLOYMENT SITUATION OF PERSONS WITH DISABILITIES

Tatiana Masárová – Monika Gullerová – Eva Živčicová

Abstract

People with disabilities are still facing high unemployment rates and work integration-related problems. Sheltered employment is one of the options for individuals with disabilities to be employed. Objective: The purpose of the paper is to find the specifics related to the employment of persons with disabilities in the district of Prievidza. Research methods: Research methods used in the paper: theoretical general methods of scientific knowledge – induction, deduction, analysis, synthesis of available bibliographic references, scientific abstraction for generalization of the results. A questionnaire survey will be carried out with handicapped people – employees of sheltered workshops in the district of Prievidza. Results: With regard to the form of employment in a sheltered workshop, no significant differences between people with and without disabilities were identified. The most preferred form of employment in sheltered workshops (79.42%) is a permanent contract of employment. Concerning work hours in sheltered workshops, no significant differences compared to healthy population were found since the most preferred employment form in sheltered workshops (78.68%) is regular work scheduling. In addition, 97.06% respondents supported the statement on job security being an advantage of working in sheltered workshops. This finding was expected since job security has been one of the current trends in the quality of work life. Moreover, it was found that respondents considered repetitive work in sheltered workshops a disadvantage (50.00%).

Key words: sheltered workshop, sheltered workplace, persons with disabilities, employment of people with disabilities

JEL Code: J14, J21

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**ZDROJE FINANCOVÁNÍ ČESKÉHO ZDRAVOTNICTVÍ VE
STÁRNOUCÍ POPULACI**
**THE SOURCES OF FUNDING FOR CZECH HEALTH SYSTEM
IN THE AGING POPULATION**

Jan Mertl

Abstract

The paper will focus on the fiscal aspects of universal health financing schemes. These are financed in the Czech Republic from two main sources, the proportional health tax and general taxes (government budget). Proportional health tax revenue is linked to the level of economic activity and the phase of economic cycle. Financing from general taxes is significantly subject to the political cycle and public choice and is linked to the government's budgetary constraints and public debt. This paper will explain the logic of using these funding sources in an aging population, considering expected demographic trends in Czechia and Czech Fiscal Council's projections. A normative research element is the proposal to change the health tax rate to cover the expenditure of health insurers on productive-age people. The paper will highlight the importance of the sustainability of health financing and will also remind the scope for optional schemes that can support this process for those interested.

Key words: health insurance, health tax, universal health coverage

JEL Code: I13, H51, H20

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MOTIVAČNÉ FAKTORY GENERÁCIE Z V KONTEXTE ROZVOJA ĽUDSKÝCH ZDROJOV

MOTIVATIONAL FACTORS OF GENERATION Z IN THE CONTEXT OF HUMAN RESOURCES DEVELOPMENT

Adriana Mezeiová

Abstract

One of the cornerstones of a thriving economy is the provision of quality education, because that is the only way to ensure a quality workforce. At present, however, the link between education and practice is not sufficient. As a result, education often focuses on areas that are not in line with the needs of economic practice. The job market requires different abilities and skills than it did a few years ago. There is less emphasis on lexical knowledge. Employers are looking for communicative, confident and creative people who can successfully handle unforeseen situations as well. Today's students belong to the "Z" generation, which is currently the most technically advanced generation. They no longer know and do not want to imagine a world without technology. On the other hand, digital technology is a double-edged sword. It affects our brains and changes the patterns of behavior we learnt. The thinking process is completely different in the today's young people, than the past generations'. Interactivity, which is common in the digital world, is also expected in education. New methods to support the development of knowledge and skills should also be applied in the development of human resources. However, for these methods to be effective, we need to be aware of the motivating factors that affect the younger generation. The aim of the work is to identify the motivating factors of university students and to reveal their requirements for quality education.

Key words: Human resource development, to connect education and practice, innovative teaching methods, motivational factors, generation Z

JEL Code: A20, A22, J20

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COMPARISONS AND DEVELOPMENT OF GENDER GAP INDICATORS IN SELECTED CLUSTERED COUNTRIES

Bohuslava Mihalčová – Antonín Korauš – Michal Pružinský – Jozef Lukáč – Filip Černák

Abstract

In representative democracy, diversity is a key element for true representation of the society. In addition, previous research has unequivocally demonstrated the positive impacts of gender equality in leadership. Based on current research and data from OECD sources we picked up sample of 28 countries. Then we identified variables necessary for our research such: Gender wage gap, Full-time women's employment, Part-time women's employment, Gender Index, Gender wage gap at median. Within main part of our contribution, we performed a cluster analysis, through which we created clusters of countries. However, for the purposes of cluster analysis, it is necessary to exclude statistically significant but weaker dependencies, as they could skew the result of cluster analysis. It is therefore necessary to test the statistical significance of Pearson correlation coefficients. We were therefore able to prove a presumption of a strong relationship between some variables with use of cross-correlation of variables. We identified the number of significant components; we calculated the shares of component variability in the total variability of the data from which we calculated the components. Based on the 3 components we created a dendrogram and then 28 countries may be divided into 6 clusters through cluster analysis.

Key words: Gender wage gap, Full-time women's employment, Part-time women's employment, Gender Index.

JEL Code: J16, Z22

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DÔVERA V JEDNEJ LOGISTICKEJ SPOLOČNOSTI NA SLOVENSKU

TRUST IN THE LOGISTICS COMPANY BASED IN SLOVAKIA

Michalecová Gabriela

Abstract

Cieľom výskumu je poukázať na dôležitosť dôvery medzi organizáciami. Kľúčom k úspechu nie sú len čísla a ziskové marže, ale aj budovanie dôvery medzi zamestnancami a zamestnávateľmi, zamestnancami a obchodnými partnermi. Nedostatok dôvery je fenomén, ktorý môže zničiť mnoho spoločností, ale nie vždy je to volatilná vlastnosť. Ide o hmatateľnú, pragmatickú výhodu, ktorú môže každá spoločnosť vytvoriť relatívne rýchlo a úspešne. Nedostatok dôvery môže spoločnosti spôsobiť problémy nielen teoreticky, ale aj prakticky. Každý, kto interaguje so spoločnosťou, môže cítiť dôsledky: dodávatelia, spotrebitelia, zákazníci, zamestnanci aj organizácia. V dnešnej dobe stále viac praktických bádateľov hľadá riešenie, ako by daná spoločnosť mohla úspešne fungovať v čo najdlhšom čase, čo je okrem tvorby zisku azda aj kľúčom k ich prežitiu. Cieľom tohto výskumu je kvantifikovať prítomnosť organizácie v dôležitosti komponentu, ktorý je zásadný pre fungovanie prosperujúcej spoločnosti - tj organizačnej dôvery. Dôveru je ťažké získať, ťažšie udržať, ale ľahké je stratiť, preto musíme byť veľmi opatrní.

Key words: dôvera, organizácia, zvládanie, kultúra, vedomosti

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DECOMPOSITION OF THE EFFECT OF MORTALITY ACCORDING TO EDUCATION IN CZECHIA

David Morávek – Jitka Langhamrová

Abstract

Life expectancy, as a summary indicator of mortality of a given population, can be calculated separately for groups of persons by various demographic characteristics. Education is one of the factors that affects life expectancy. It has been found that people with higher education can expect to live to be older. We calculated life tables according to the level of education (low, medium, high) on the example of Czechia. We found that the gap between the life expectancy of persons with the lowest and highest education widened over time, as several other studies have shown. The decomposition method was used to monitor the effect of mortality on life expectancy. The differences in life expectancy by education were divided into the contributions of changes in group-specific mortality rates (M-effect) and changes in the educational structure of the population (P-effect) to the change in overall life expectancy.

Key words: life expectancy, life tables, education, decomposition analysis

JEL Code: I21, J24, H75

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INNOVATIVE START-UPS AND FAMILY ENTERPRISES IN TERMS OF AGE STRUCTURE OF THE ENTREPRENEURS

Ladislav Mura

Abstract

Business units of different type are dynamic elements of the economy. The most well-known types of enterprises currently being targeted are the innovative start-ups and the family enterprises. The innovative start-ups and SMEs are a frequently discussed issue. Although the demographic structure of entrepreneurs is an interesting partial issue addressed by the research of entrepreneurial activity, the question is less discussed by professionals, experts and scientists. In the past 30 years, since the SMEs are represented and got strength in the Slovak business environment, most of them struggle with the problem of generation change in the company. The most urgent seems to be the problem in the segment of family enterprises. The need to address the issue and find solution for generational exchange in these types of businesses is underlined by the fact that in many sectors of the national economy (agriculture, food industry, some of the services), the younger generation has no interest to continue the business activity started by their parents, which means that the business functioning successfully until now is determined to finish its business activity. The aim of this contribution is to evaluate the age structure of the entrepreneurs in innovative start-ups and family enterprises based on empirical findings.

Key words: entrepreneur, entrepreneurship, age, young generation, demography

JEL Code: J11, L26, M13

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EFFECTIVENESS OF PUBLIC ADMINISTRATION PERFORMANCE IN THE CONTEXT OF THE AGE STRUCTURE OF ITS EMPLOYEES

Ladislav Mura – Eleonóra Marišová

Abstract

Administration of the public affairs is an area that affects every citizen of the country. In the previous period, the sphere of public administration has undergone numerous reform steps in order to streamline the administration of public affairs, increase the efficiency of public administration and get closer to the citizens. Modern governance of the public affairs presupposes, in addition to the appropriate equipment with information and communication technologies, the most important thing: qualified employees. Repeated surveys have shown that the efficiency of public administration in Slovakia is hampered, among other things, by the rigidity and inflexibility of public administration employees. Behind this, two key issues can be found: the lack of specific education in the field of public administration and the aging in the employment structure of public administration. While specifically oriented education, employees in Slovakia are gradually gaining, the problem of lack of a qualified workforce of the younger generation and the constant aging of the employment structure remains unresolved. Lower work performance and weaker orientation in the current dynamically changing conditions also have an impact on the efficiency of public administration performance. This paper therefore focuses on evaluating the effectiveness of public administration in Slovakia in a demographic context.

Key words: public administration, performance of public administration, efficiency, demography

JEL Code: C10, H83, J11

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CORPORATE CULTURE AND ITS IMPACT ON HR

Milena Nosková

Abstract

Corporate culture has a substantial impact on HR management including compliance in human resources. Ethical values are mirrored in corporate culture and directly affect application of legal norms, structuring of and compliance with internal processes as well as management styles in HR. The contribution covers current research on corporate culture and the multidimensional connection among corporate culture, compliance and human resources. The main objective of the contribution is to provide complex analysis of interconnection between corporate culture and HR management and its implications from legal and managerial perspective.

Key words: corporate culture, soft compliance, human resources

JEL Code: J5, M14

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ACCESSIBILITY OF THE URBAN ENVIRONMENT FOR FAMILIES WITH CHILDREN: THE CASE OF A RUSSIAN METROPOLIS

Olga Notman – Anna Bagirova – Aleksandr Neshataev

Abstract

One of the factors shaping conditions for successful parenting is a family-friendly urban environment. We analysed how satisfied urban parents are with the urban environment conditions and assessed the impact the proximity to children infrastructure has on the overall perception of the urban life quality. We surveyed residents with pre-school and school children from different residential neighbourhoods of Ekaterinburg. The key results are as follows: 1) parents' satisfaction with the quality of urban environment is somewhat higher than the evaluation of emotional perception of neighbourhoods; 2) parents mostly lack sports objects, extracurricular centres, children's developing centres, and recreational areas in territorial proximity; 3) evaluations of the quality of urban environment in residential neighbourhoods are markedly differentiated in groups of respondents with children, varying in location of objects of children's infrastructure; 4) the coincidence test for school, institutions for children's extracurricular education and sports infrastructure with the residential neighbourhoods is directly related to the evaluations of the quality of the urban environment in the neighbourhood. Our research shows that an infrastructure-rich urban environment accessible within the walking distance, which minimises forced costly mobility of families for the children's education, development, and leisure, can act as a significant resource for successful parenting.

Key words: families with children, urban environment quality, urban environment accessibility, Russian metropolis

JEL Code: J13, R23

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DEMOGRAPHICS AND SOCIAL FACTORS OF UNMET HEALTH CARE NEEDS AND AVOIDABLE MORTALITY IN EUROPEAN UNION COUNTRIES

Viera Pacáková – Petr Šild – Lucie Zapletalová

Abstract

Quality health care is an important factor of health status and mortality in each country. The aim of EU cohesion policy is to reduce health care disparities among EU countries. The importance of good health of the population, functioning health systems, and quality health care now has been significantly strengthened in the context of the global Covid-19 pandemic. The main aim of this article is to assess inequalities in unmet healthcare needs and in treatable and preventable mortality in EU-27 countries for different groups of inhabitants by gender, age, education, and income amount. Graphical methods of descriptive statistics and methods of multidimensional comparison using synthetic variable have been used based on the most up-to-date available data for 2018 and 2019 year. In the future, it will certainly be interesting to compare the results obtained in this article with the results of analogous analyses based on data from the pandemic and the post-pandemic period caused by COVID-19 disease.

Key words: unmet healthcare needs, avoidable mortality, demographics factors

JEL Code: I11, I14, I18

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**VÝSKUM ROZŠIROVANIA PRÁCE NA DIAĽKU V
KONTEXTE VYŠEHRADSKÉJ ŠTVORKY POČAS EPIDÉMIE
COVID-19**

**THE EXAMINATION OF THE PREVALENCE OF REMOTE
WORK IN THE CONTEXT OF THE VISEGRAD FOUR DURING
THE COVID-19 PANDEMIC**

Vivien Pásztóová

Abstract

It can be observed that the effective operation of human resource management and the working conditions have undergone radical changes compared to the last few decades. Nowadays, the most influential factor affecting the traditional forms of work is the COVID-19 virus which appeared in Wuhan, China in 2019. The classical forms of work became challenging for people in many segments of the society and economy. This study uses a comparative analysis to examine the prevalence of remote work in the Visegrad countries, using both pre-pandemic and the latest post-pandemic data. It is also concerned with the analysis of the households' Internet access. The research uses a secondary survey and relies on the databases of Eurostat, Eurofound and the OECD. In conclusion, the data from the examined period reflect the fact that among the Visegrad countries, Poland is a leader in the use of remote work both in the pre-pandemic period and during the global epidemic. Hungary shows a relatively steady trend, while Slovakia reflects an increase. On the other hand, the Czech Republic reveals a decrease in the prevalence of remote work during the pandemic.

Key words: human resource, remote work, ICT, Covid-19, Visegrad four

JEL Code: J24, O15, O33

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RESPONSIBILITY OF THE EMPLOYERS AND EMPLOYEES IN HUNGARY: THE IMPORTANCE OF HYGIENE DURING THE PANDEMIC

József Poór – Szilvia Módosné Szalai – Szonja Jenei – Judit Molnár

Abstract

Our aim with this paper was to describe the pandemic situation caused by COVID-19 and the issue of liability. The research was conducted in Győr-Moson-Sopron County in Hungary, and the results were examined within the framework of quantitative research. We investigated the values experienced by the economic operators. The behavior of the employees was also evaluated from a psychological point of view. During the crisis, health protection and hygiene have become of particular importance. We found that governments and health authorities are usually questioned when examining liability, but employers and employees can also play a significant role in preventing infections and saving lives. We discussed in our study the former and current attitudes of the organizations towards ensuring general, food and sanitary hygiene, as well as behavior patterns of the employees. We believe that the findings and lessons of this article are well applicable and can be used in both present and post-pandemic situations.

Key words: hygiene, pandemic, corporate responsibility, behavioral patterns, eating and sanitary circumstances

JEL Code: O15, D91, H12

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CONSUMERS' ENVIRONMENTAL AWARENESS IN THE LIGHT OF THEIR DEMOGRAPHIC CHARACTERISTICS

Erika Seres Huszárík – Enikő Korcsmáros

Abstract

Nowadays, more and more attention is paid to environmental awareness. Looking to the future, it is important to find out which customer groups pay due attention to environmental protection, and which groups' commitment to the topic requires the involvement of additional training and information tools. Due to the wide spectrum of the topic, our theoretical and practical research focused on the needs of the lower levels of the Maslow need pyramid. The aim of the study is therefore to assess the environmentally conscious behaviour of consumers at the lower level of the Maslow pyramid of needs hierarchy, taking into account the demographic characteristics of consumers, such as gender, marital status and education. Based on literature review, we assume that women, those with children, and customers with higher education are more committed to environmentally conscious behaviour. Our research is a multiple, descriptive, cross-sectional study, in which correlations have been explored regarding the demographic characteristics of consumers and their environmentally conscious shopping habits. Based on our results, we can state that education systems and influencing people have even more tasks in this area, as the environmentally conscious behaviour of our country's customers seems to lag far behind the more developed economies.

Key words: environmental awareness, behaviour of consumers, Maslow pyramid

JEL Code: J11, Q50, Q53

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STUDYING BIRTH RATE DETERMINANTS STIPULATED BY RUSSIA'S PRIORITY NATIONAL PROJECTS

Irina Shmarova – Oksana Shubat

Abstract

In Russia, birth rate stimulation, family and parenthood support are particularly relevant amidst the recent population decline. Our study aims to analyse the birth rate determinants related to the development of infrastructure for pre-school childcare, as well as women's labour force participation rates. We analysed the following indicators: availability of places in pre-school educational institutions, enrolment of children in pre-school education, employment rate of women with children of pre-school age, labour force participation rate of women at childbearing age, total fertility rate. We obtained the following results: 1) the correlation analysis did not show any statistically significant correlation between the birth rate and indicators of pre-school infrastructure development; 2) examination of outlier regions based on the indicators examined did not show any correlation between the birth rate and pre-school infrastructure development; 3) examination of the relationship between the birth rate and female labour force participation also showed no correlation between these indicators. The results obtained do not allow us to consider the development of pre-school childcare infrastructure or the level of women's labour force participation as birth rate determinants. To overcome negative demographic trends, the government should change the emphasis of its policies aimed at supporting families with children.

Key words: birth rate determinants, pre-school childcare, women's labour force participation, demographic policy, Russia

JEL Code: J13, J18

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EXPLORING POTENTIAL FOR DEVELOPING PROACTIVE GRANDPARENTING IN RUSSIA

Oksana Shubat – Valentina Lopaeva

Abstract

In modern Russia, demographic issues are relevant. The paper aims to study the potential for developing proactive grandparenting in Russia. We used the following statistical indicators of the older generation: its population and dynamics; health indicators, labour force activity and social inclusion, mastery of new technologies, the level of pensions, involvement in childcare. The results obtained allow us to claim that Russia has a considerable potential for developing proactive grandparenting. The following particularities found positively characterise the quantitative component of this potential: the number of the older people, life expectancy, and remaining life expectancy are increasing in the country; a share of non-working older people remains high. The qualitative component of the potential is improving, too. The human capital of potential grandparents is enhancing: a share of the older people without grave health problems is increasing, their social participation and mastery of informational technologies are improving. To fulfil the potential of the proactive grandparenting in Russia, it is necessary to provide various mechanisms to support proactive grandparents in the society, such as state support, compensation benefits for them, developing the infrastructure, digital technologies, and e-learning tools, supporting and promoting the image of a proactive grandparent in media.

Key words: older generation, grandparents, proactive grandparenting, potential, Russia

JEL Code: J11, J14

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HEALTH PARAMETERS ESTIMATED FROM 1950 TO 2019 IN ROMANIA

Christos H Skiadas -- Yiannis Dimotikalis

Abstract

Thanks to the provided full Life Tables from www.mortalitytrends.org it was possible to estimate the Healthy Life Expectancy at birth (HLE) for all the years from 1950 to 2019 and for the majority of the United Nations Countries. For countries with life tables from the last centuries as Sweden (1751-2017) the life tables of the Human Mortality Database are preferred from www.mortality.org. Romania was selected for this application. The Health parameters as the Healthy Life Years Lost and the Healthy Life Expectancy were estimated for males and females for various time periods. The mean health state $H(x)$ is estimated with a stochastic methodology, and stochastic simulations are done. The optimum pension scheme and healthy selection opportunities are studied via the appropriate functions and graphs. Romanian male and female health state presentations are done and comparisons follow. The methodology for assessing the health state provided, further to the healthy life expectancy estimation, is a valuable tool to take appropriate actions to improve health and reduce morbidity.

See at <http://www.asmda.es/demographics2021.html> for details and download the related program in Excel (HLE-Template-1950-2019-Final-.zip).

<https://www.springer.com/gp/book/9783030446949>,

<https://doi.org/10.1007/978-3-030-44695-6>

Key words: Healthy Life Expectancy, Life Tables, Health Parameters, Pension Schemes, Stochastic Simulations

JEL Code: I15, I18, J1

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MIERA PLODNOSTI PODĽA VEKU V KRAJINÁCH V4 AGE-SPECIFIC FERTILITY RATE IN V4 COUNTRIES

Beáta Stehlíková

Abstract

The population dynamics is one of the basic determinants of economic and political development in the world. This factor has changed greatly in almost all countries of the world over the last decades. In developed countries of the world, there has been a significant decline in fertility and birth rates. In the V4 countries, total fertility decreased during the transition from centrally planned to market-based economies. The objective of article is analysis and comparisons age specific fertility for five-year age groups in Visegrad countries (Czechia, Hungary, Poland, and Slovakia) during the years 1950-2020. We use data from the database prepared by the Population Division of the Department of Economic and Social Affairs of the United Nations Secretariat. Different age specific fertility patterns can result in a very similar level of total fertility rate. Therefore, to assess the similarity of demographic behaviour, the effectiveness of policies, the impact of other factors, it is more appropriate to analyse age-specific fertility rates. We use Hellinger distance for probability distributions comparisons and the Dunn index and the Calinski and Harabasz index to determine the optimal number of clusters of hierarchical cluster analysis. We identified four clusters.

Key words: fertility, Visegrad countries, cluster analysis, Hellinger distance

JEL Code: J11, J13

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LABOUR PRODUCTIVITY AS INDICATOR OF NATIONAL COMPETITIVENESS IN EUROPEAN UNION AND IN ASIAN BELT AND ROAD INITIATIVE COUNTRIES

Dušan Steinhauser

Abstract

The main objective of our contribution is to compare the level of competitiveness as measured by the labour productivity of the 27 European Union (EU), and the Pacific and Asian Belt and Road Initiative (BRI) countries. Using correlation analysis, we assess the impact of selected qualitative indicators on the labour productivity value of these two groups. We see national competitiveness in the context of Michael Porter's classic work, namely labour productivity. We used descriptive and correlation analysis, which also included variables such as the Human Capital Index, the Global Innovation Index, and the Heritage Foundation Economic Freedom Index. EU countries are more homogeneous than selected BRI countries and achieve much higher labour productivity values. Surveyed European countries with higher Global Innovation Index achieve higher labour productivity values, but countries with a better Index of Economic Freedom have a more moderate decline (alternatively growth) in labour productivity during the Covid-19 pandemic. The group of selected BRI did not confirm the link between labour productivity growth between 2019 and 2020, but countries with higher Human Capital Index, Global Innovation Index, and the Index of Economic Freedom have higher labour productivity values and thus national competitiveness.

Key words: labour productivity, Human Capital Index, Global Innovation Index, The Heritage Index of Economic Freedom, competitiveness

JEL Code: J24, O11

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DEVELOPMENT OF MISSING IT COMPETENCIES IN A PUBLIC SECTOR INSTITUTION

Mindaugas Strumskis – Arturas Balkevicius

Abstract

Human capital is the key factor for the success and sustainability in any organization. Hiring highly qualified information technology specialists for public sector institutions is complicated, and there are several reasons for this, not just wages. One is that the activity of the institution is very specific and deep delve into it is unattractive because the acquired knowledge will be difficult to reuse in another job. Therefore, it is worthwhile for the institution to find and train employees already working in the institution and willing to take a challenge to obtain the competencies that are most lacking in the institution. Launching a project requires addressing several both organizational, communication and psychological issues. There is a need to reconcile the distribution of workload, responsibilities between routine and new functions. It is particularly important to ensure good relationships between employees who have acquired additional competencies and other colleagues as well as with line managers. One of the largest public sector institutions in Lithuania has taken this path. The article examines the problems encountered when starting the project, the decisions taken, and the results obtained. The views of the project manager and the employees, who have acquired the new competence, are presented.

Key words: human capital, IT competence, change management

JEL Code: J24

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THE EFFECTIVENESS OF AN ACTIVE EMPLOYMENT POLICY: SHORT- AND MEDIUM-TERM EFFECT

Tatiana Stuken – Tatiana Lapina – Olga Korzhova

Abstract

Active Labor Market Policy (ALMP) is a set of measures aimed at assisting in obtaining a job. At the same time, an important issue is a result achieved by the recipients of various measures. The results obtained in the short, medium, and long term can be multidirectional. In this paper, the authors compare the short-term and medium-term effects of the implementation of ALMP in one of the Russian regions. The study included two waves. In the first wave, we surveyed the unemployed and studied the data of employment centers. In the second wave, a year later, we assessed the changes in the position of respondents in the labor market and identified their relationship with the services provided in employment centers. The research methods are descriptive statistics and regression analysis. The study showed that the greatest effect is achieved from programs aimed at direct employment (assistance in job search and in self-employment). It was also revealed that for certain groups of the population, ALMP does not bring the proper effect and the problem of a job search for such groups becomes especially acute.

Key words: active labor market policy, unemployment, evaluation of the effectiveness of government programs, employment service

JEL Code: J60, J64, J68

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TRENDS AND TENDENCIES IN LABOR MARKETS OF V4 COUNTRIES - PAST PRESENT AND FUTURE

Zsuzsanna Szeiner, Imrich Antalík, Péter Karácsony, Norbert Gyurián, Ádám Kovács, Dávid Szabó and József Poór

Abstract

The global pandemic has affected various actors in the labor market in many different ways. Certain sectors were able to benefit from the situation without significant disruption. Other sectors have experienced significant declines. In our article, we describe the most important trends that influence the labor markets. Among others, we address automation, digitization, robotization, fluctuation and labor retention, labor shortages, migration, atypical employment opportunities and as a new challenge, Covid 19. The labor market in the region has been shaped and characterized by several important and decisive changes. The examples are technological changes, or the emergence of atypical forms of work. Labor market issues, fluctuation and labor retention are important as well in terms of costs. Employment peaked in the pre-Covid period, eased during the pandemics, but the problems caused by labor shortages in certain sectors are now increasing again. In the period of 2020-2021, the employers of the region faced quite a lot of challenges, but at the same time - perhaps learning from the experience of the crisis in 2008 - they tried to maintain the number of human resources. Typically, alternative solutions have been used in the choice of working methods. The aim of the paper is to summarize the tendencies of the V4's labor market and the trends that have effect it.

Key words: labor market, labor market indicators, coronavirus, trends, V4 countries

JEL Code: J01, J21, J23

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MARKETING CONTROLLING OF HUNGARIAN BUSINESSES IN SLOVAKIA IN THE CONTEXT OF THE OWNERS' DEMOGRAPHY

Szilárd Szigeti – László Józsa

Abstract

In our research, we sought to find out how Hungarian-speaking owners of businesses in Slovakia approach marketing, whether they use marketing planning tools, whether they consciously apply marketing controlling tools and whether this is related to the demographic characteristics of the owners. The use of human resources and knowledge in marketing activities can be a critical factor in the success of a business. The online questionnaire survey received a total of 127 valid responses. A higher proportion of respondents with a higher level of education have a general knowledge of marketing controlling concepts and specific marketing planning tools. Analysis of respondents by age group and gender shows that there is typically no significant relationship between the use of a particular marketing planning tool and the age group or gender of the respondent. However, there is a relationship between age groups and the use of specific tools to measure the effectiveness of marketing activities (measuring changes in awareness, measuring increases in the number of inquiries). We conclude that there is a need for significant improvement and possible expansion of marketing control education. This could contribute to the understanding and conscious use of specific marketing planning and marketing control tools.

Key words: marketing, marketing controlling, small enterprises, Slovakia

JEL Code: M30, M31, M39

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HOME WORKING EMPLOYEE EXPERIENCE

Martin Šikýř – Viktorie Cenedese

Abstract

The coronavirus pandemic has allowed many employees in various professions to experience the pros and cons of working from home. Their experience, whether positive or negative, is important for all employers considering shifts from traditional, office-based working to more flexible arrangements, including home working. The findings of a questionnaire survey on home working employee experience are presented to analyze challenges of home working for different employees and make suggestions for the better use of home working by different employers. The survey presented was carried out by authors from February to April 2021 and included responses of 113 employees of various professions experiencing home working during the coronavirus pandemic. The findings showed that most of the respondents were comfortable working from home, especially in terms of better work-life balance. However, a significant problem for most respondents was social isolation exacerbated by restrictive measures, as well as insufficient technical equipment and overall support from the employer. These seem to be the major opportunities for improvement.

Keywords: covid-19, Czech Republic, flexible arrangements, home working

JEL Code: M10, M12, M50

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**VYBRANÉ ASPEKTY SOCIÁLNO-EKONOMICKÉHO
POSTAVENIA DÔCHODCOV NA SLOVENSKU**
**SELECTED ASPECTS OF THE SOCIO-ECONOMIC STATUS OF
PENSIONERS IN SLOVAKIA**

Silvia Šipikalová

Abstract

With the change of social establishment, new socio-economic conditions as well as the change of demographic behavior, in Slovak society it has been the phenomenon of population aging for several years. In Slovakia, with the increasing number of post-war years entering to retirement age, the share of the population in the post-productive age is increasing and at the same time pressures are being created on public resources. As a result of the relative increase in the number of pensioners compared to the working age population, the lower number of children born and the increase in life expectancy, pensions, health and long-term care will be particularly affected. The differentiation of earnings, which is later reflected in pension inequality, creates the undesirable differentiation of the quality of life of the population at retirement age. The aim of the paper is to identify the socio-economic status of pensioners in Slovakia on the basis of available and selected macroeconomic indicators. We will examine the selected indicators in the time period we have chosen. Based on the analysis of selected aspects of the living standards of Slovak pensioners, we will assess the limits of increasing the living standards of this selected group of the population.

Key words: population aging, living standards, pensioners

JEL Code: D19, D31, H55

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**VPLYV NÁDOROVÝCH OCHORENÍ NA REGIONÁLNE
DISPARITY V DĹŽKE ŽIVOTA NA SLOVENSKU
A IDENTIFIKÁCIA CELKOVÉHO OBJEMU PREDČASNÝCH
ÚMRTÍ V PRODUKTÍVNOM VEKU**

**EFFECT OF CANCER DISEASES ON REGIONAL LIFE
EXPECTANCY IN SLOVAKIA AND THE IDENTIFICATION OF
THE TOTAL VOLUME OF PREMATURE DEATHS IN THE
PRODUCTIVE AGE**

*Branislav Šprocha – Dušana Dokupilová – Richard Filčák – Zuzana Poláčková –
Miroslav Balog*

Abstract

One of the long-term signs of mortality in Slovakia is the existence of relatively significant spatial differences in life expectancy. The picture of these regional differences is not only more or less stable over time, but several analyzes also point to their gradual deepening. The question remains what conditions this development, and which groups of causes of death are behind the lower resp. higher life expectancy. The main aim of the paper will be a detailed analysis of the impact of cancer diseases on the development of the life expectancy at birth in the districts of Slovakia and its spatial differences. We will also seek to identify the extent of premature death among cancer diseases.

Key words: mortality, cancer diseases, regional differences, Slovakia

JEL Code: J11, J19, I14

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**STRATY ĽUDSKÉHO KAPITÁLU V DÔSLEDKU
PREDČASNÝCH ÚMRTÍ NA VYBRANÉ ONKOLOGICKÉ
OCHORENIA V EURÓPE A NA SLOVENSKU**
**HUMAN CAPITAL LOSSES DUE TO PREMATURE DEATHS
FROM THE SELECTED CANCER DISEASES IN EUROPE AND
SLOVAKIA**

*Branislav Šprocha – Richard Filčák – Dušana Dokupilová – Edita Nemcová –
Tomáš Jeck*

Abstract

Cancer is the second most common cause of death in European countries. This cause plays an important role in the intensity and nature of the mortality process. However, from an economic point of view, it is also a significant factor influencing the extent of human capital losses due to premature deaths in working age. Several cancers can be detected early and treated relatively successfully or prevented through screening programs. The main aim of the presented paper is to analyze the level of mortality of selected cancer diseases in the European area, its development and the position of Slovakia. At the same time, we will try to identify the extent of its impact on the amount of human capital lost in person-years, which individual populations in Europe are losing as a result of premature death before the end of working life.

Key words: premature death, cancer diseases, human capital, Europe

JEL Code: J11, J19, I14

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SELECTED EDUCATIONAL INDICATORS AND THEIR INFLUENCE ON THE LABOUR FORCE PARTICIPATION

Katarína Švejnová Höesová – Hana Krchová – Iveta Dudová

Abstract

High employment represents fundamental indicator of the country economic growth. The key factor of the Labour Force Participation is the quality and targeted education of workers. Indeed, for national governments across the whole world is crucial to ensure the right conditions for education quality these days. The purpose of this paper is to analyse selected Education Indicators and their impact on Labour Force Participation 15-65 years. The object of statistical analysis are Education Indicators and Labour Force Participation in 13 selected European countries. Educational indicators are represented by the primary secondary and tertiary levels of education, early leavers from education and newly employed persons in the review of the cross-country comparison. We evaluate each country through selected indicators and then we calculate the country ranking. In the second part were used the regression analysis. Through this analytical tool were identify the impact of the selected indicators which represents the main research question in this paper.

Key words: Labour Force Participation, Educational Indicators, Employment, Education

JEL Code: I20, J21

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ASSESSING STUDENTS' CRITICAL THINKING SKILLS AT HIGHER EDUCATION IN SLOVAKIA

Lenka Theodoulides

Abstract

The critical thinking is a fundamental set of skills which is crucial to be developed throughout the education system. In Slovakia despite the general interest to develop the critical thinking among the students, the number of country surveys showed the unsatisfactory scores reflecting the level of critical thinking among university students. In this paper the development of the critical thinking skills' assessment method is presented. The process of assessing critical thinking skills among students at higher education was built upon the pretest and posttest approach. The construction of critical thinking parameters/standards for teaching and learning were implemented in our research methodology to reflect the several critical thinking skills, for instance: structural and text analyses, skill of debating, ability to reflect own biases and problem – solving skills. To provide explicit measurements of the proposed standards as well as performing a feedback process the combination of the quantitative and qualitative method have been used. Critical Reflection Analysis (CRA) with exact measures and qualitative description of each standard is the assessment tool that support continuous learning and improvement of the critical thinking skills.

Key words: critical thinking, assessment, higher education, Critical Reflection Analysis

JEL Kód: M21, O15, I23, J24

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UNEMPLOYMENT DEVELOPMENT IN THE GROUP OF VISEGRÁD COUNTRIES AS A RESULT OF THE COVID-19 PANDEMIC

Arnold Tóth – Botond Kálmán – Tímea Juhász

Abstract

In our study, we examine the development of unemployment data in the Visegrád countries. The topicality of our study was given by the coronavirus disease, which was widening into a pandemic and a global economic crisis in 2020. In our research, we used the ARIMA modeling procedure using the database of the Organization for Economic Co-operation and Development (OECD). Using a decade-long analysis of the time series, we used the model to make a forecast of the development of unemployment, and then we compared our forecast with the actual data measured as a result of the pandemic. Reviewing the results, we examined the reasons for the different successes of countries in the fight against unemployment. We found that key conditions for success include disciplined civil defense, compliance with restrictions, state involvement, and a successful vaccination campaign; the latter contributes to the relaunch of the economy. Our present research reviewed the effects of government intervention and vaccination, finding that the strongest impact is on the main direction of government involvement in the development of unemployment.

Key words: Visegrád Group, Unemployment, Pandemics, Recession, Governmental Intervention

JEL Code: E24, E62, R23

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**PERSONÁLNE ZABEZPEČENIE ZDRAVOTNÍCKYCH
ZARIADENÍ V SLOVENSKEJ REPUBLIKE
ZDRAVOTNÍCKYMI PRACOVNÍKMI V KONTEXTE
PRACOVNEJ EMIGRÁCIE**

**PHYSICIAN STAFFING OF SLOVAKIA`S HEALTHCARE SYSTEM
IN THE CONTEXT OF HEALTHCARE WORKERS` EMIGRATION**

Magdaléna Tupá

Abstract

The trend of health workers leaving for more favorable conditions of employment and work abroad is significantly increasing. Doctors and nurses are highly qualified emigrants, motivated by dissatisfaction with working conditions, the state of healthcare in Slovakia, the relatively low wage level or the position of health workers in society, whose strength is amplified by the regular COVID pandemic. The main goal of the study is to determine the effects of the departure of health care workers from Slovakia on the sustainability of the health care system in the country. The analysis of the labor market in the field of healthcare and social assistance for the profession of physicians and nurse was carried out through the analysis of time series of statistical data based on national and international databases. Methods of regression and correlation analysis with statistical significance testing were used to determine the parameters of the regression function. The trend shows a negative development of the staffing of the healthcare system in Slovakia. There is a reduction in healthcare facilities and a deepening unavailability of healthcare with an impact on the health of the population.

Key words: Physicians, nurces, healthcare, emigration, sustainability.

JEL Code: F22, I18, J21

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WORKING TIME DURING THE COVID-19 PANDEMIC ON THE POLISH MARKET

Roman Urban - Lukasz Chodkowski

Abstract

The pandemic and its associated restrictions have left their mark on global, as well as domestic markets. Managing working time, whether the employee is on the factory floor or working remotely, has become a great challenge for human resources (further HR) managers during the pandemic. More than ever, a task-based approach, emotional intelligence, good judgment and excellent interpersonal skills will be required by corporate HR departments. The basic research method was a qualitative analysis carried out at 124 companies.

HR projects carried out not only during the pandemic have made companies realise that working time is a fundamental part of working revolution that is permanently redefining the understanding of working time. From a position of a passive observers, we have now become active participants with a real influence on what shape these changes will take. This observation, supported also by a questionnaire survey, caused us to reflect and led to the results and statements of this paper. The synthesis of findings also shows that companies believe the pandemic is over, they will increase employment and recruitment will be easier.

Key words: working time, workforce management, flexibility, working challenges and solutions

JEL Code: J22, J53, J81

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**EKONOMICKÁ AKTIVITA OSOB V POSTPRODUKTIVNÍM
VĚKU SE ZAMĚŘENÍM NA VYBRANÝ REGION**
**ECONOMIC ACTIVITY OF PEOPLE IN POST-PRODUCTIVE
AGE WITH A FOCUS ON A SELECTED REGION**

Anna Václavíková – Lucie Kamrádová

Abstract

Population aging is considered to be a current global problem. It is obvious that this trend also appears in the Czech Republic. Following this problem, there is a discussion about how individual social systems and the society are prepared for the consequences of this process. As a result, it is a common trend to delay retirement quite often and to be economically active for as long as possible. However, the specifics of economic activity of people in the post-productive age depend on many factors, including mainly the type of economic activity, the degree of difficulty of the profession and, of course, the region that offers these job opportunities. The aim of the paper is to present the subject matter of economic activity of people in the post-productive age and to focus on the specifics of individual professions and apply everything within the Moravian-Silesian region. The paper will use mainly methods of analysis, synthesis, description and comparison in the theoretical as well as practical part.

Key words: population aging, economic activity, region

JEL Code: J60, P25, R23

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KVALITA ŽIVOTA DOMÁCNOSTÍ A GLOBÁLNE NEROVNOSTI

Jarmila Vidová

Abstract

Significant changes in a globalized world bring many advantages, but also negatives, the most outbreak of which are global inequalities. Inequalities have long been the subject of research by several authors. They are perceived primarily as a lack of various necessary goods, especially financial resources, to provide for living needs, various services, freedom, jobs, education, health care, or drinking water. Each inequality examination approach specifies a possible inequality factor without excluding the relevance of other approaches. One of them is the amount of income. Income inequalities are currently growing significantly due to the rapid development of technology, changes in the labour market and globalization. They influence the behaviour of economic entities. In this paper, we focus on the behaviour of Slovak households, whose role is very important in any economy, and which are significantly influenced by global processes. Households use their expenditures to support economic growth. At the same time, it depends not only on the growth rate of household consumption, but also on the growth of income, as well as on the large share of income they can spend on household consumption. Small changes in household income and expenditure can have a much greater impact on the household economy. Income inequalities are the cause of many social problems, especially the increase in poverty, which is highest in countries with greater income inequalities.

Key words: expenditure, global inequalities, households, income,

JEL Code: H3, N3, G5

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DĚTSKÁ PENZE ALIAS VÝCHOVNÉ ZA DÍTĚ CHILD PENSION ALIAS CHILDCARE CREDIT

Jaroslav Vostatek

Abstract

An additional allowance to the percentage component of the old-age pension for the mother (main parent, caregiver) was affixed to the amendment of the law on public pension insurance, increasing paid-out pensions beyond the statutory indexation. This “child carer benefit” was introduced into Czech politics as an application of the “child pension” concept, which ought to react especially in Germany to the adverse demographic development. The paper analyses the published pension reform proposals including “child pension”, also in the context of the whole family policy. Abroad the academic proposals to introduce a child pension have not found its use. In Czechia the Christian Democrats took over a concept made in the private financial sector, then the Minister of Labour and Social Affairs used a simple argument requesting the increase of the average female pension to the male one through the child carer benefit; without a deeper analysis which should at least consider the existing childcare insurance period up to 4 years of age. The paper emphasizes the desirability of a comprehensive pension reform including an appropriate family policy reflection into the pension policy, preferably based on a welfare regime.

Keywords: child carer benefit, child pension, pension reform, family policy

JEL Code: H55, G22, J13

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**SHRINKING CITIES, SOCIOEKONOMICKÝ VÝVOJ
A UDRŽITELNÝ ROZVOJ**
SHRINKING CITIES, THEIR SOCIO-ECONOMIC
DEVELOPMENT AND SUSTAINABLE DEVELOPMENT

Hana Vykopalová

Abstract

The article deals with the causes and consequences of urban shrinkage. It is based on a brief outline of the beginnings of urbanization and the emergence of cities associated with a number of social, political, economic and regional changes, which were accompanying phenomena of the initial emergence of historic cities. The study points to the importance of the so-called Chicago School, which was established in the early 20th century and its influence on the emergence of sociology of the city and the development of urbanism. These foundations of the first comprehensive studies of the city, its manifestations and interior composition, laid by the Chicago School, became the basis for a number of the following approaches and theories emerging in the sociology of the city, in architecture and in urbanism. Urban shrinkage is most pointed out in connection with the Industrial Revolution and industrialization, so post-industrial cities have the most features typical of urban shrinkage. Therefore, attention is paid not only to the shrinkage of cities in the Czech Republic, but also to some major world cities in America and Europe. As a case study, it describes the origin of the first city in Bohemia and Moravia, its industrial, economic, political development and socio-economic development and the causes of its shrinkage accompanying its historical development to the present. In conclusion, the issue of postmodern cities is discussed, attention is paid to non-shrinking cities and their expansion, the influence of the so-called Los Angeles School is also mentioned.

Key words: urban shrinkage, migration, industrialization, Chicago school and concentric urban model, post-industrial cities, sustainability

JEL Code: R2, Z13

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SOUČASNÉ PROBLÉMY EXEKUCÍ DŮCHODŮ

CURRENT PROBLEMS EXECUTION OF PENSIONS

Mirka Wildmannová

Abstract

The paper is focused on the benefits of pension insurance benefits that are affected by executives. Based on data from the Czech Social Security Administration and The Czech Office of Statistics, the contribution analyzes the number of pensions in execution, identifies the possible causes of these executions. Subsequently, an analysis of the number of pensioners with executive collision is performed. Data analysis was found that the number of people with execution deductions in the Czech Republic decreases slightly. Based on research, it was found that the most common cause of execution of pensions were business debts, credulity and willingness to help their loved ones or friends, damage to the health of one of the members of the household or revaluation of their financial capabilities.

Key words: pension, pensioner, execution, execution deduction, dependent person, living minimum

JEL Code: H55, H75, I32

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AN EXERCISE ON THE FUTURE HEALTH DEVELOPMENTS IN GREECE

Konstantinos N. Zafeiris – Christos Skiadas

Abstract

After developing a stochastic analysis for the estimation of healthy life expectancy of human populations, a demonstration of the application of a new and simplified method to assess the future health trends of a population will take place in this paper. Data comes from the population projections of Greece, carried out a few years ago, including the estimated mortality forecasts. In the form of complete life tables, these forecasts will be used to estimate healthy life expectancy until the year 2050, which will depend on the different scenarios created during the projections' procedure. The results of the analysis indicate the validity and applicability of the method used whenever lifetable data is available.

Key words: healthy life expectancy, population projections, mortality forecasts, Greece

JEL Code: I1, J10, J26

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GENDER PAY GAP V ČESKÉ REPUBLICCE – KVANTILOVÝ PŘÍSTUP- LEPKAVÁ PODLAHA NEBO SKLENĚNÝ STROP?

GENDER PAY GAP IN THE CZECH REPUBLIC – QUANTILE APPROACH - STICKY FLOOR OR GLASS CEILING ?

Drahomíra Zajíčková – Martina Rašticová

Abstract

The article analyzes the differences in wages between men and women (so-called GPG) based on the distribution of wages in the Czech Republic during the years 2006 - 2017 from the EU SILC data set. In the first part of the article, we give an overview of the development of GPG in general, and then we use quantile regression techniques at different points of the wage distribution. Focusing the analyzes on the average gender pay gap alone means that significant pay gaps remain hidden. Gender pay gap is a long-term problem and we identify it throughout the period. The main finding is that in the Czech Republic, the largest GPG is manifesting at the edges of the earning distribution in the shape of an inverted curve U and there is evidence for the existence of a glass ceiling and a sticky floor. This has important implications for public policies actions.


Keywords: gender pay gap, quantile regression, sticky floor, glass ceiling, Czech Republic

JEL. classification: J16, J31, C2, C3

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THE EFFECT OF THEORETICAL KNOWLEDGE AND PRACTICE ON THE FINANCIAL LITERACY OF UNIVERSITY STUDENTS IN THREE EUROPEAN COUNTRIES

Zoltán Zéman – Botond Kálmán – Judit Bárczi

Abstract

The present study describes the financial literacy of university students in 3 countries and its changes based on the results of a questionnaire study conducted in 2019 and 2020. It introduces the typical groups into which the students can be classified according to their financial knowledge, behavior and attitude. The formulation of the groups was performed with the help of variables created based on the responses to the questionnaire. Group formation was performed by cluster analysis. The specific groups differ from each other according to demographic characteristics, specialty of study and full/part-time training. The role of financial knowledge acquired in the education system proved to be decisive in making financial decisions in later years. This highlights the importance of teaching financial knowledge even for those students who are not specializing in economics. Practice has a key role: those university students who have jobs beside their studies perform better in the fields of financial knowledge and behavior as well. The performance is particularly enhanced by intellectual occupations. A similarly higher performance can be observed among part-time students who essentially study beside their work.

Key words: financial literacy, university student, financial education, experience, crisis

JEL Code: G53, A23, G01

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GRADUATES IN THE LABOR MARKET: EXPECTATIONS AND OPPORTUNITIES

Tibor Zsigmond – Brigitta Szonja Sárközi

Abstract

The main objective of this study is to provide a perception of the graduates' situation in the labor market, to get to know their possibilities and the unemployment processes. As a result of Covid-19, additional companies went out of business or laid-off employees, resulting in a sharp decline in the number of positions that could be filled. The paper covers the expectations of graduates and the opportunities offered by the labor market. The theoretical part of the paper is mainly about the demand and supply of the labor market, the reasons of the wages, wage differences, unemployment and the employment policy. At the end of our literature review, we describe today's employment policy and the problem of over-training/under-training. The practical part deals with the qualification and competitiveness of the graduates. In addition – based on the responses to the questionnaire – we present and evaluate the results of our research. The obtained data were processed with the help of Excel. To test our hypotheses, we used SPSS program, which was used to perform Pearson's Chi-square test and Fisher's exact test. Last, but not least, the final part of the study is about drawing appropriate conclusions and making proposals.

Key words: labor market, employment, unemployment, graduates, newly qualified

JEL Code: E24, J10, J16

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CONSUMER HABITS OF GENERATIONS X, Y, Y DURING THE COVID-19 EPIDEMIC

Annamária Zsigmondová

Abstract

The aim of the study is to present and analyze the consumer and purchasing habits of the X, Y, Z generations and their attitudes towards savings during the COVID-19 epidemic. The first chapter introduces consumer behavior and its influencing factors, and also deals with the characterization of generations. In addition, it presents the changes caused by the COVID-19 epidemic, including restrictions and measures. As the government had to limit purchases (e. g. shopping hours for seniors, earlier closing time or even closed shops) the number of online purchases increased. This behavior, in turn, resulted in an increase in the price of some products, which at the same time led to a decrease in turnover. The study is followed by setting the objectives then presents the results of the questionnaire survey. The finishing part draws the conclusions we set in light of the results. The results of the study show the shopping habits consumers have, how they relate to savings, which generation spends the most money. After evaluating the research, we also got an answer as to whether shoppers tend to buy online and, if so, why they decide to do so.

Key words: generations, shopping habits, consumer behavior, coronavirus, online shopping

JEL Code: D12, E21

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**VZŤAH ROZVOJA ĽUDSKÉHO KAPITÁLU A
EKONOMICKEJ VÝKONNOSTI V SR A VYBRANÝCH
KRAJINÁCH EÚ**

**RELATIONSHIP BETWEEN HUMAN CAPITAL DEVELOPMENT
AND ECONOMIC PERFORMANCE IN THE SR AND SELECTED
EU COUNTRIES**

Veronika Žárská

Abstract

The development of the new economy and the ongoing processes in the context of Industry 4.0 and the digital transformation of economies has created the need to pay more attention to human resources and the use of their potential. This has spurred efforts around the world to demonstrate the contribution of human capital to economic growth. The relationship between these two variables was already examined in the past, but especially in developing and least developed countries. Global trends in the development of the world economy have led to the fact that even for developed countries it has become a matter of course to analyse their relationship, and based on the findings, implement actions that will lead to more effective support for human capital development. The main goal of this paper is to define the theoretical framework of the basic approaches to the researched problem and based on the statistics of the competent institutions to find out the current situation in the Slovak Republic and in selected EU countries. Using correlation analysis to find out what is the dependence between economic performance and selected indicators of the level of human capital (investment in research and development, life expectancy at birth).

Key words: economic performance, human capital, Slovak Republic

JEL Code: O15, O30, O40

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