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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

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**DOKÁŽE RELAČNÁ FORMA ODMIEN AKO KONTINUUM
TOTAL REWARDS MIXU OVPLYVŇOVAŤ
TALENTOVANÝCH ZAMESTNANCOV?
- ANALYTICKÁ ŠTÚDIA**

**DOES RELATIONAL FORM OF REWARDS AS A CONTINUUM
OF TOTAL REWARD MIX AFFECT TALENTED EMPLOYEES?
– ANALYTICAL STUDY**

Daniela Bertová – Jana Cocuľová – Nella Svetozarovová – Miroslava Šoltés

Abstract

Applying the Relational forms of Total Rewards model means using practical practices that increase the strategic effectiveness of the company and allow the company to further develop non-financial forms of remuneration, because they help to form partnerships between the company and its talented employees. The Relational rewards category of the TR model represents an intangible character and strengthens the relationship between employee and company. The research, which we carried out on a sample of 1437 employees working in the energy industry in the Slovak Republic, was focused on finding out whether the gender and job position of talented employees corresponding to the sectors are related to the perception of the importance of relational rewards. The results show that different positions perceive relational rewards differently and that the gender of respondents does not play a major role in the perception of the importance of relational rewards.

Key words: Total Rewards, Relational Rewards, Talented Workers.

JEL Code: M12, O15

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ON FOUR-PARAMETER LOGNORMAL DISTRIBUTION AND APPLICATION OF QUANTILE POINT ESTIMATION METHOD: APPLICATION TO WAGE DISTRIBUTIONS

Diana Bílková

Abstract

This paper deals with the situation regarding wages in the individual regions of the Czech Republic. Attention is paid to the context of employees' average wage with other economic indicators, such as GDP per capita, unemployment rate, average old-age pension, economic activity rate, average residential price and average rent for apartment 3 + kitchen, all by individual regions. Cluster analysis is used to obtain the regions similar to one another in terms of these variables. Methods of the furthest neighbour, Euclidean distance metric and classification of the regions of the Czech Republic into three, five or seven clusters are used in this cluster analysis. Wage distribution models are constructed and mutually compared. Three-parametric lognormal curves represent the basis of the theoretical distribution and parameters of the distribution are estimated using maximum likelihood method. The accuracy of the obtained models has been evaluated using Akaike and Bayesian information criterions. The prediction of wage level for individual regions for next two years is constructed using the time series analysis and exponential smoothing. Data concerning the above indicators come from the official website of the Czech Statistical Office and they cover the period since 2009.

Key words: Cluster analysis, modelling of wage distribution by regions

JEL Code: C02, C10, E24

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**ANALÝZA PODÍLU PŘEDČASNÝCH ODCHODŮ
ZE VZDĚLÁVÁNÍ V EVROPSKÉ UNII
A V ČESKÉ REPUBLICĚ V OBDOBÍ 2005-2019**

**ANALYSIS OF EARLY LEAVERS FROM EDUCATION
IN THE EUROPEAN UNION AND IN THE CZECH REPUBLIC
IN THE PERIOD 2005-2019**

Dagmar Blatná

Abstract

The aim of this paper is analysis of the indicator “Early leavers from education & training” defined as the percentage of the population aged 18-24 with at maximum lower secondary education and who were not in further continuing education or training in the four weeks preceding the EU Labour Force Survey.

The development of the share of early school leaving in the European Union, the Czech Republic and the Slovak Republic is analyzed mainly in terms of the reality of achieving the goals set in the Europe 2020 Strategy, in which the share of early school leaving is one of the five main monitored indicators. The strategic goal for 2020 was to reduce the share of early school leavers in education or training below 10%, and Member States have set their own national targets. The difference between the share of early leavers by education is also analyzed by gender.

The second objective was to find regression relations between the time series of the early leavers from education and training rate indicator and selected macroeconomic indicators in the Czech Republic in the period 2005 – 2019. The theory of multidimensional analysis of non-stationary time series was used as the main tool of analysis.

Key words: early leavers from education and training, Strategy EUROPE 2020, regression analysis, nonstationarity

JEL Code: I28, I25, C32

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SOCIOLOGICAL PORTRAIT OF URAL REGION'S WOMEN INSENSITIVE TO PRO-NATALIST POLICY MEASURES

Natalia Blednova – Anna Bagirova

Abstract

Pro-natalist policy measures Russia implements these days are primarily economic in nature. However, according to some demographers, the effectiveness of these measures is controversial. Our study aims to identify characteristics of the women potentially insensitive to pro-natalist policy measures in Russia and to present their portrait based on these characteristics. We studied how women perceive obstacles when balancing professional and parental labour, how they assess influence children exert on their career, and women's opinions on the ideal number of children.

The results are the following: 45.5% of the women are considered insensitive to pro-natalist policy measures; they demonstrate specific perception of objective and subjective obstacles when balancing professional and parental labour, as well as of the influence children exert on their career, and an ideal number of children: they attach less importance to objective obstacles, related to working schedules of mothers employed; they assess the children's influence on the effectiveness of professional labour and career more negatively; they denoted a lower ideal number of children.

Considering the results obtained may contribute to broadening a set of demographic policy measures and improving their targeted implementation.

Key words: pro-natalist policy measures, women insensitive to pro-natalist policy measures, balancing professional and parental labour

JEL Code: J13, J18

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ASSESSMENT OF UNEMPLOYMENT IN THE REGIONS OF SLOVAKIA

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Abstract

Unemployment is currently a global problem, the high unemployment rate affects the overall social climate in the country as well as worsening the economic situation and the development of regions in Slovakia. Unemployment rate as a basic macro-economic indicator reflects the real situation in the Slovak economy. It depends on some other factors, determining the macro-economic and regional development. High employment rate is to maintain regional development, since increased demand is a catalyst of the economic growth. As a part of the evaluation, attention was addressed to economic indicators as GDP per capita and unemployment in different regions. The evaluation was realized at the level of self-governing regions and based on the severance data a correlation analysis of economic indicators on the territory of Slovakia was conducted. Our paper is examining the correlation between the unemployment rate and development of the regions. We have processed the data of the Slovak Office of Statistics and papers published in scientific journals and databases. Potential directions in the development are indicated in the conclusion of our paper.

Key words: Unemployment, unemployment rate, regional unemployment, Slovakia

JEL Code: E24, P25, R11

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MARKETING AND ITS IMPACTS ON THE ACTIVITIES OF SELECTED HIGHER EDUCATION INSTITUTION IN SLOVAKIA

Erika Dudáš Pajerská – Vanda Lieskovská – Katarina Petrovčíková

Abstract

Marketing of universities was unknown word in Slovakia years ago, however, it is now becoming a necessity. Regional education funding based on the number of students has created a competition between schools. This is further compounded by the decreasing number of students caused by the negative demographic development. We integrate contemporary sociological scholarship on higher education to appraise universities as peculiar organizations, on three dimensions. Universities are positionally central to the institutional order of modern societies, providing working links between state, market, civil society, and private-sphere organizations. This fact is also recognized by the analysed education institution. The paper offers an overview of activities performed with presentation of results. It deals with two specific steps that have been undertaken – a student survey and an analysis of educational institutions by students. With these tools, it presents their results, which - in marketing activities of analysed education institution – act as key areas of focus of the education institution.

Key words: marketing, education, university, student evaluation

JEL Code: D02, I23, M31

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PRECARIOUS EMPLOYMENT IN THE CONTEXT OF SOCIAL POLLUTION

Zuzana Dvořáková – Viktor Kubát

Abstract

Research background: The theoretical background defines terms, like informal employment, precarious labor relations, and social pollution, as they describe critical phenomena of the current labor market. It covers an overview of economic and social conditions determining the precariat and undeclared work and indicators used for evaluating precarious labor relations.

Purpose of the paper: This paper aims to analyze data and trends in informal and precarious employment in the CR in both Central and Eastern Europe (CEE) and the EU calling for sustainable management of human resources. The paper discusses the dark sides of unfair employment practices for the economy, the labor market, and the quality of work life.

Research methods: The methodology insists on several methods that allow a triangular analysis. The research combines in-depth-analysis of bibliographic data from the Web of Science database, public statistics, surveys, and unstructured interviews with co-owners and managing partners held in July-September 2020 that provide information for writing narrative cases about personnel practices.

Findings & Value added: Results include firstly, an analysis of precarious labor relations in the CR and CEE based on secondary sources, and secondly approaches for sustainably managing labor relations used primary data and author's observations in the field.

Key words: Employment, labor relations, social pollution

JEL Code: J24, J71, J81

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VÝVOJ POČTU SENIORŮ V ČESKU PODLE VĚKU A OČEKÁVANÉ DÉLKY ZBÝVAJÍCÍHO ŽIVOTA

DEVELOPMENT OF THE NUMBER OF SENIORS IN CZECHIA BY AGE AND EXPECTED LENGTH OF REMAINING LIFE

Tomáš Fiala – Jitka Langhamrová – Jana Vrabcová – Lukáš Krabec

Abstract

Population aging is considered as a very important phenomenon of demographic development of economically developed countries in the last and this century. It has been and will continue for many decades in the Czech Republic. The article deals with the development of the number and share of people in senior age (65 years and older) in the years 1920–2100. In addition to standard characteristics, such as the total number and share of these persons in the population, their average age and their distribution by age and sex, calculations of the development of the number of seniors according to the expected remaining years of life are also performed here. Again, not only the average length of life remaining is calculated, but also the length divided according to five-year age groups. These calculations are based on cohort life tables calculated on the basis of period life tables from 1920 to the present and on the mortality scenario of the CZSO's current demographic projection from 2018. The results can serve as an important basis not only for calculating the expected length of retirement payments, but also as an estimate of health care costs. Number of studies confirm that health care expenditures of seniors depend on their length of remaining life much more than on their age.

Key words: population aging, generational mortality tables, length of remaining life.

JEL Code: J11, J14

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ATYPICAL FORMS OF EMPLOYMENT IN SLOVAKIA BASED ON THE SURVEY OF SLOVAK RESPONDENTS OF GENERATIONS X, Y AND Z

Zsuzsanna Gódány – Melinda Székely

Abstract

The work and employment are very important factors in people's lives. The atypical forms of employment began to spread significantly in the 1990s and 2000s. In this study, we focused on the national and international directions of atypical forms of employment and freelancers. The most common forms are part-time employment, teleworking, job-sharing, labour hire, student work and freelance job. The aim of the study is to provide a comprehensive picture of the knowledge of today's Slovak citizens about atypical forms of employment. Among the observation methods, the questionnaire survey was chosen. In our research, we compared the responses of generations X, Y and Z. Based on the results, we can say, that the presence of atypical forms of employment is still low in Slovakia, however, we can say that future employees are open to new forms of employment. The results of the hypotheses suggest that generations think similarly about the form of freelance employment. In order to maintain this openness, we believe that each atypical form of employment will be promoted in several ways.

Key words: atypical employment, freelancer, generations X-Y-Z, Slovakia

JEL Code: J21, J42

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**ANALÝZA TRESTNEJ ČINNOSTI PODĽA ZÁVAŽNOSTI
A REGIÓNOV NA ÚZEMÍ SLOVENSKA, 2010-2019**

**ANALYSIS OF THE NUMBER OF REPORTED CRIMES
WITH REGARD TO SEVERITY ON A REGIONAL BASIS
IN THE SLOVAK REPUBLIC, 2010-2019**

Tatiana Hajdúková

Abstract

The ability of the government to uphold internal security greatly influences the trust of people in the state and the government itself. Public opinion reflects on violations of human rights and the repression of civil liberties. The current situation and development of the number of reported crimes are perceived as an objective, quantitative indicator of internal security. Criminal procedures are a fundamental pillar of enforcing national law and defending against internal security threats. The goal of this article is to give an overview of the development of criminality in the Slovak republic in the last 10 years, with an emphasis on the severity of the crime, which is defined by the criminal code. Throughout the article, we point out criminality over a period of 10 years and study each category of crimes on a regional basis. The results of this analysis can be further used to improve the effectiveness of trial proceedings by taking regional differences into account and therefore having the necessary data to efficiently split available manpower and resources. For instance, regional differences are extreme in district Bratislava 1, where criminality is considerably higher than in any other district in Slovakia.

Key words: crime, region, regional differences, development

JEL Code: K24, R58

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AUTOMATICKÉ PŘIZPŮSOBENÍ DŮCHODOVÉHO VĚKU NADĚJI DOŽITÍ

AUTOMATIC ADJUSTMENT OF PENSION AGE TO LIFE EXPECTANCY

Martin Holub

Abstract

The prolonging life in Europe is a long-term positive trend, which is generally expected to continue in the future and which is also reflected in population forecasts. The increase in life expectancy at an older age has a direct impact on pension systems, as the period for which insured persons receive pensions is increasing as well (under otherwise unchanged conditions). For many years special attention has not been paid to the issue of increasing periods of pension receiving. However, since the 1990s, most European countries have experienced the negative effects of low average age by exit from the labour market in combination with demographic aging on public finances and have begun to reform their pension systems. One of the possibilities to take into account life expectancy in pension systems is to link some parameters of pension systems to the development of life expectancy, specifically automatically adjusting the retirement age to life expectancy.

Key words: pension scheme, life expectancy, adjusting of the retirement age

JEL Code: H55, J26, G22

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SOUČASNÁ ÚROVEŇ PLODNOSTI TŘETÍHO POŘADÍ V ČESKÉ REPUBLICĚ

CURRENT LEVEL OF THE THIRD ORDER FERTILITY IN THE CZECH REPUBLIC

Filip Hon

Abstract

The paper analyses data on the third order fertility in the Czech Republic. The paper deals with the current situation and with a look at the recent past, in order to comment on changes in the fertility of the third order and to indicate its further possible future development. The aim of the paper is to gather the specifics concerning the fertility of this order and especially their commentary in the context of the ongoing political discussion on pro-natalist policies. Following this, it is possible to comment on the possible effectiveness of specific measures to improve the overall level of fertility in the Czech Republic.

Data from the Human Fertility Database and also data from the Czech Statistical Office are used for the analysis. Based on the analysis of available data, it is possible to comment that although the idea of improving conditions for families with three children is certainly meritorious, from a demographic point of view, the possible improvement in the overall level of fertility is likely to contribute only a little. The fertility of this order has been very low for a long time and continues to decline slowly, which will most likely continue in the future, given that the fertility of the second order decreases significantly.

Key words: Fertility, birth of the third order, pro-natalist policy

JEL Code: J13, J18

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**MEZINÁRODNÍ KOMPARACE ROZSAHU A STRUKTURY
PŘÍJEMCŮ PŘÍSPĚVKU NA PÉČI A PODMÍNEK PRO JEHO
PŘIZNÁNÍ V ČR, NA SLOVENSKU, V NĚMECKU
A V RAKOUSKU**

**INTERNATIONAL COMPARISON OF THE SCOPE
AND STRUCTURE OF THE RECIPIENTS OF THE CARE
ALLOWANCE AND THE CONDITIONS FOR ITS RECOGNITION
IN THE CZECH REPUBLIC, SLOVAKIA, GERMANY
AND AUSTRIA**

Filip Hon – Ladislav Průša – Pavel Bareš

Abstract

The aim of this paper is to analyse the differences in the approach to recognition of entitlement to care allowance in the Czech Republic by making an international comparison of the scope and structure of care allowance recipients and conditions for granting care allowance in the Czech Republic, Slovakia, Germany and Austria. The procedure consists in the analysis of the shares of the care allowance recipients on the basis of demographic age-gender groups, differentiated according to the level of dependence. The identified international differences are placed in the context of differences in the conditions and manner of conducting the assessment procedure, which precedes the granting of the contribution in the mentioned countries. In the paper are also proposed some changes in the approach to recognition of entitlement to care allowance in the Czech Republic.

The analysis showed large differences between countries. Austria has a significantly higher share of care allowance recipients than the Czech Republic, while Germany and Slovakia have almost the same shares.

Key words: Care allowance, population ageing, level of dependence

JEL Code: I38, J18

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**ČASTÉ CHYBY PRI ADAPTÁCII NOVÉHO ZAMESTNANCA
A DÔSLEDKY TÝCHTO CHÝB V PODNIKU V KONTEXTE
REPRODUKCIE ĽUDSKÉHO KAPITÁLU**

**FREQUENT MISTAKES IN EMPLOYEE ADAPTATION
AND THE CONSEQUENCES OF THESE MISTAKES
IN THE COMPANY**

Andrea Horváthová

Abstract

In recent years, the onboarding process has become an integral part of the recruitment system. By evaluating this adaptation process, the so-called We will deal with onboarding in this article. We analyze several approaches and methodologies for the development and reproduction of human capital in various economic spheres related to the need for proper procedure in the process of employee adaptation for companies. Proposals for improvement and innovation of the adaptation process will be based on a questionnaire survey, which we conducted among a selected sample of job seekers in selected companies. We assume that continuous improvement should be made in all areas, especially in the first contact approach. We are trying to identify ways in which the adaptation process can affect the length of an employee's employment. What mistakes arise from the incorrect procedure in the adaptation process, the so-called onboarding and how they affect human capital, which is essential for the functioning of the whole company in the context of the reproduction of human capital. We observe that commitment, together with motivation and the right approach, contributes to a positive perception from the employee's point of view.

Key words: adaptation (onboarding) process, engagement, employee, company

JEL Code: M12, O15, O35

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**GENERAČNÁ VÝMENA V RODINNÝCH PODNIKOCH
NA SLOVENSKU V KONTEXTE DEMOGRAFICKÝCH
ZMIEN**

**GENERATIONAL CHANGE IN FAMILY COMPANIES
IN SLOVAKIA IN THE CONTEXT OF DEMOGRAPHIC
CHANGES**

Romana Hricová – Renáta Madzinová

Abstract

Until 1989, business in Slovakia was significantly limited. Only the change of the political system at the turn of 1989/1990 enabled the gradual establishment of private companies and thus various types of family businesses. The most legal entities were established in the period of the disintegration of Czechoslovakia and the establishment of the Slovak Republic, almost 150 thousand business and non-business entities, which have been assigned an organization identification number (IČO). Almost 120 thousand of them were limited liability companies and trades. Many of those entities were founded by family members and so today, according to sources from the Ministry of Economy of the Slovak Republic, more than 30% of family businesses are 20 years old and another more than 30% are 10 years old. At the same time, family businesses themselves are very specific. Their position is not defined and, on the other hand, they are essentially limited by the family ties that the actors want to maintain. Thus, these family businesses must think ahead not only in the context of today's rapid changes in the form of new technologies and innovative approaches, but they must also follow demographic developments, which have a significant impact on the development of the labour market. The article deals with the issue of generational change after the arrival of a new generation in the context of demographic change.

Key words: family business, generational change, employment, entrepreneurship

JEL Code: J24, J62

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EXPERIENCES OF PARENTS IN BALANCING PROFESSIONAL ACTIVITY AND FAMILY LIFE IN THE REPUBLIC OF MOLDOVA

Inga Chistruga-Sinchevici

Abstract

The article presents the results of the sociological study "Parents between the need to work and family responsibilities" (there were made: 1047 questionnaires with mothers with preschool children, 20 sociological interviews), conducted by the demographic Research Centre, NIER. The results of the study revealed that mothers showed a high level of motivation to be hired. Childcare services represent a determining factor in ensuring the balance between work and child care. The interviews conducted with parents have highlighted a series of problems connected to the activity of institutions of preschool education. Most children in preschool institutions are between 3 or 6 years old, this denotes the lack of the segment of childcare service under the age of 3 years. Many working mothers consider balancing family with work a major challenge. Often they are in a vicious circle: being at work they worry about family problems and are less focused on professional tasks, being at home with the family they worry about problems at work. The rigidity of the legal framework determines the impossibility of the employers to offer them some conditions that would allow them harmoniously to combine the family life with the professional one - flexible work programs, work from home etc.

Key words: family, labor market, professional activity, personal life, child, reconciliation

JEL Code: J10, J13, J19.

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INFLUENCE OF THE GENDER OF THE PROJECT MANAGERS ON THE APPLICATION OF CSR STANDARDS IN PROJECT MANAGEMENT OF SLOVAK COMPANIES

Soňa Chovanová Supeková – Hana Krchová – Peter Zbranek

Abstract

The article focuses on the issue of the influence of gender in the application of CSR to project management in Slovak companies. This specific research focused on research in small, medium and large enterprises in the Slovak Republic, from the perspective of a project manager established in the company. An employee who performs quality work at work also expects, in addition to his salary, also the benefits that the employer can provide through CSR projects. This is also a very important social aspect of the company's behaviour towards its employees. The implementation of CSR elements in project management has appeared in recent years as one of the important areas within CSR. The authors of the paper point out and at the same time confirm the importance and influence of the gender of the project manager on the application of CSR standards in project management. The study, which is the basis of the research in the paper, consists of a quantitative and qualitative research of 544 selected small, medium and large enterprises in the Slovak Republic focused on a questionnaire survey. The data obtained from the survey were processed by advanced statistical methods. A chi-square test was used to verify respondents' answers to individual questions. Critical analysis serves to identify specific factors of application of the CSR concept in companies from the aspect of the project manager's gender. The paper provides empirical evidence on how gender affects the application of CSR in project management. Gender equality is a problem in part in modern society on management. Despite the fact that only 25% of the monitored project managers were women, the implementation of CSR in project management does not show large differences in the answers always and mostly, but in the answers it is often 13% more for women. We can state that the influence of gender in the implementation of CSR in project management is manifested in Slovak companies. This paper contains a list of recommendations for Slovak small, medium and large enterprises based on best practices abroad, mainly with the aim of increasing knowledge and involvement of social issues in project management of enterprises.

Key words: project management standards, CSR, project manager, gender, project

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

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THE IMPACT OF EU COMMON AGRICULTURAL POLICY ON SOCIO-ECONOMIC SITUATION IN AGRICULTURE: CURRENT SITUATION AND FUTURE CHALLENGES

Michala Inkábová

Abstract

The human resources plays a crucial role in meeting new requirements for greening the economy, which affects European union agriculture sector. The aim of this article is to investigate the effects of direct payments and rural development measures of the EU's Common Agricultural Policy (CAP) on the socio-economic situation which was measured through the Farm Net Value Added expressed per agricultural work unit (FNV/AWU). The database of European Union Farm Accountancy Data Network, years 2009-2018 were examined through a multiple regression analysis. The defined hypothesis analysed the impact of subsidies on socio-economic situation. The results of the analysis confirmed the statistical significance of direct payments and the impact of rural development measures were also significant with negative impact on dependent variable. If the volume of direct payments increased by 1 EUR, dependent variable FNV/AWU would increased by 0.5481 EUR. The second part of the analysis dealt with the hierarchical clustering across EU Member States and defined 2 clusters with 12 and 16 members. Cluster analysis revealed large differences in the application of the CAP through the system of subsidies.

Key words: EU subsidies, human resources, regression analysis, dendrogram

JEL Code: Q14, Q18, J43

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PENZIJNÍ ZÁVAZKY V ČESKÉ REPUBLICE

PENSION ENTITLEMENTS IN THE CZECH REPUBLIC

Michaela Kadlecová

Abstract

This contribution deals with a topic of population ageing, both from the point of view of financing the pension system and pension entitlements. At first the term of demographic ageing which is caused by present changes of age and gender structures is defined. It is a process which currently affects most of European countries and which is an important topic for the future development of the society. Afterwards the term of pension entitlements which helps predict future financing of old-age pensions is explained – in fact these are the resources which will have to be paid in the future to all present and future pensioners. The last chapter aims at the development of pension entitlements in the Czech Republic. Also, the development of the gross domestic product helps compare it in terms of time. In the end the influence of the economic crisis which has been caused – or still it is caused – by pandemic of coronavirus Covid-19 is considered. The contribution therefore deals with the decrease of gross domestic product and at the same time with the constantly increasing number of persons in the pension age. In the end, the pension entitlements are presented as a suitable indicator of demographic ageing.

Key words: demographic ageing, pension entitlements, gross domestic product, pandemic

JEL code: J11, J14, J26

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**ANALYSIS OF THE RELATIONSHIP BETWEEN
THE INCOME OF SENIOR CITIZENS
IN THE CZECH REPUBLIC AND SELECTED ASPECTS
OF THEIR RESIDENCE**

Alena Kajanová – Stanislav Ondrášek

Abstract

The objective of the entry is to analyze the relationship between income of senior citizens in the Czech Republic and selected aspects of their residence. The research sample consisted of senior citizens above the age of 65 selected via a quota selection in all regions of the Czech Republic (N=1173). The research was conducted via a questionnaire of the authors' design from which questions were analyzed focusing on the size of the municipality and the region, the amount of their own and their family's income, and subjective evaluation of this income, as well as selected aspects of the location in which the senior citizens reside (e.g. accessibility of transport, infrastructure, security, etc.). The results of the statistical testing showed that while the objective income does not correlate with the location's factors, the subjective evaluation of the income correlates with transport accessibility, neighborly relations, and the upkeep of the location. The smaller the municipality, the worse its accessibility was rated; however, the size of the municipality did not impact other factors. The region also impacted the subjective evaluation of the income, the transportation accessibility, the price of accommodations, and the reputation of the location.

Key words: seniors, economical activity, social income, living costs, social exclusion

JEL code: A13, H55

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ON THE EFFECT OF HUMAN RESOURCES ON TOURIST INFRASTRUCTURE: NEW IDEAS ON HETEROSCEDASTIC MODELING USING REGRESSION QUANTILES

Jan Kalina – Patrik Janáček

Abstract

Tourism represents an important sector of the economy in many countries around the world. In this work, we are interested in the effect of the Human Resources and Labor Market pillar of the Travel and Tourism Competitiveness Index on tourist service infrastructure across 141 countries of the world. A regression analysis requires to handle heteroscedasticity in these data, which is not an uncommon situation in various available human capital studies. Our first task is focused on testing significance of individual variables in the model. It is illustrated here that significance tests are influenced by heteroscedasticity, which remains true also for tests for regression quantiles or robust regression estimators, resistant to a possible contamination of data by outliers. Only if a suitable model is considered, which takes heteroscedasticity into account, the effect of the Human Resources and Labor Market pillar turns out to be significant. Further, we propose and present a new diagnostic tool denoted as a quintile plot, allowing to interpret immediately the heteroscedastic structure of the linear regression model for possibly contaminated data.

Key words: tourism infrastructure, human resources, regression, robustness, regression quantiles

JEL Code: C45, Z32, C21

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POPULATION AGEING AND HEALTH EXPENDITURES IN VISEGRAD GROUP

Botond Kálmán – Tímea Juhász – Arnold Tóth

Abstract

Quality health care plays an important role in economic growth. Developed countries spend a high proportion of their GDP on health care because they believe that health is an important driver of economic development. Population ageing further increases health expenses, which is a worldwide trend. The purpose of this research is to observe the aftermath from a Visegrad Group (V4) perspective. One of the major consequences is the growing pool of elderly and retired citizens in the V4 countries. The researchers investigated the causes of ageing in the Visegrad countries, examining mortality and fertility. This situation tends to worsen further in the future financial threatening of public social and health insurance funds. Elder people use more healthcare than younger people and the proportion of elder people in the population is increasing. We examined trend between the aging population and health expenditure. Health care expenditure (HCE) is not distributed evenly over a person's life course. How much is spent on the elderly is important as they are a population group that is increasing in size.

Key words: population aging, health expenditures, Visegrád Group, forecast

JEL Code: I15, I18, H51

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THE EFFECT OF STUDENT-AGE ACADEMIC AND SPORTS COMPETITIONS ON WORKPLACE COMPETITIONS

Botond Kálmán – Arnold Tóth – Tímea Juhász

Abstract

These days, competitions are becoming part of our lives. Including tests for pupils and competitive situations at the workplace between employees, we have to face challenges that require an organization to select its best people, or perhaps its weakest ones. Some have grown accustomed to these situations in childhood, while others try to avoid challenging situations. The present study explores how the academic and sports competitions that a person participated in as a student influence experiences in adult life related to workplace competition, and if there is any correlation between the two situations. We examined the motivations that result in participation in childhood competitions and also to what extent these remain and show their effect in workplace environments. We differentiated between internal and external motivators, then we studied what type of motivations can be tied to the personality of the respondents in childhood and adulthood. The results show that there is a correlation between competition experiences in student age and the motivations involved in workplace competition situations later in adult life.

Key words: competition, motivations, childhood, workplace

JEL Code: J24, Z20, I25

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THE ROLE OF SOCIAL MEDIA AS AN ONLINE STRATEGIC TOOL IN RELATION TO THE TWO REGIONS OF HUNGARY – A CHALLENGE FOR BUSINESS LEADERS

Enikő Korcsmáros – Bence Csinger

Abstract

The aim of our research is to provide an insight into the reader about the appreciation of the role of social media today. Our study covers small and medium-sized enterprises in two regions of Hungary (Central Transdanubia and Western Transdanubia). As a first step, our goal is to show the way about the development of social media. Following this, we place great emphasis on presenting the most popular social platforms such as: Facebook, Twitter, Instagram and LinkedIn. It is also of paramount importance to present a problem that remains to be solved to this day. This is none other than the COVID-19 health crisis. In the next phase of the research, a hypothesis related to the topic will be formulated and analyzed, and then with the help of analysis we will draw conclusions and formulate our proposals in this regard.

Key words: social media, COVID-19, health crisis, SME sector, Hungary

JEL Code: M21, M31

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VYBRANÉ ASPEKTY VÝVOJA POĽNOHOSPODÁRSTVA V PODMIENKACH SR

SELECTED ASPECTS OF AGRICULTURAL DEVELOPMENT IN CONDITIONS OF SLOVAK REPUBLIC

Marián Kovačik – Monika Gubáňová

Abstract

The agricultural sector in Slovakia utilizes almost 2 million hectares of agricultural land, which represents 39.5% of the country's land fund. Historically, Slovakia was predominantly a rural country and agriculture was one of the country's key sectors, being the second largest employer after industry, providing work to almost a quarter of workers. To illustrate the development of the state of agriculture, we examined the following indicators in this sector: the employment rate, the development of the average monthly wage, the share of GDP and the development of organizations, focusing on number of natural persons engaged in agriculture. The aim of the paper was to evaluate the agricultural sector through selected socio-economic indicators that describe its development in different time periods. Based on the research, we can state that the agricultural sector recorded an enormous decrease in employees in the period under review (1970-2017) compared to industry, in which the number of employees grew. This decline is related to the European trend where there is a decline in the number of small family businesses and the growth of larger businesses. We recorded a decrease in natural persons working in this sector by more than one third. The economic importance of agriculture is linked together with the declining share of the sector in national GDP, which is less than 3%.

Key words: Agriculture, Slovak Republic, Employment, Agricultural Development

JEL Code: J43, E23

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ECONOMIC EFFECTS OF COVID-19 ON THE V4 COUNTRIES

Adam Kovács – Tibor Zsigmond

Abstract

The main purpose of this study is to examine the economic effects of COVID-19. The paper focuses on economic effects V4 countries and the effects of the epidemic. We provide an overview of the effects of the epidemic itself. We outline the emergence, spread, and measures taken of the epidemic not only in the V4s but worldwide. We used secondary data in our research to examine the most important economic impacts and economic indicators. Furthermore, we also examine the countries of the V4s (Hungary, Slovakia, Poland and the Czech Republic) and analyse the problem separately using the researched data. The main research area of the paper is the development of GDP and unemployment in the V4s in the light of COVID-19. Finally, we formulate the conclusions and outline the main points of possible future researches along the economic impacts of COVID-19.

Key words: COVID-19, V4 countries, economic effects, unemployment, GDP

JEL Code: E24, J40

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**PROGRAM AND PROJECT SUPPORT OF YOUTH WORK
AT THE LEVEL OF PUBLIC ADMINISTRATION
IN THE SLOVAK REPUBLIC**

Vladimír Kováčik – Michal Imrovič

Abstract

One of the biggest challenges in social policy today is to support youth work and its active involvement in public affairs. At the level of public administration in the Slovak Republic, the key means of supporting youth work is the form of projects funded through various programs and schemes. These instruments are based on strategic documents that have been approved in order to support the government and regional authorities in their efforts to increase the involvement of young people in society. In recent decade, several national projects from the European Union resources have been financed in the Slovak Republic, as well as various programs and schemes from the state budget to support youth work, participation and empowerment of young people in society. These activities significantly reflect the efforts of our public organizations and institutions working with youth to provide the best possible support for the development of young people and their involvement in civil society.

Key words: youth, projects, programs, participation, schemes, work

JEL Codes: H83, J13, H75

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GENERATIONAL DIFFERENCES IN PROJECT MANAGEMENT COMPETENCIES SELF-ASSESSMENT

Hana Krchová – Katarína Švejnová Höesová

Abstract

Technological progress is the basis of a rapidly evolving society and defines the current reality. Project management becomes one of the most important parts of managerial activities of any organization, including public sector organizations. As the demand for project managers increases in the area of project management, the new generation of employees is coming. This situation is a challenge to improve competencies development within the existing university structures and processes. Nowadays students (Generation Z) are equipped with high-level technological skills more than most of their lecturers (Generation X and Baby Boomers generation or the Traditionalists generation). In the research, we focused on the views of graduates of the university course in project management. The aim of our study was to establish the level of subjective perception of project management students' competencies paying special attention to the project management labor market coming generation Z. This information could be useful in determining the priorities of the project management competencies development taking into consideration the requirements of the stakeholders and changing project management practices. The quantitative survey was used in the research and implemented in Slovakia.

Key words: project management, project manager, competencies, generation Z, project

JEL Code: D3, O22, M15, H430

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MEASURING EFFICIENCY USING SELECTED DETERMINANTS. AN EMPIRICAL ANALYSIS BY USING DEA METHODOLOGY

Roman Lacko – František Hurný – Pavol Andrejovský – Zuzana Hajduová

Abstract

This study deals with the efficiency evaluation of English Premier League clubs through six seasons (2010/11 - 2015/16). The main objective of the study is to assess the possible sport and managerial determinants of the of the premier league clubs efficiency. For this purpose, two-step DEA has been applied. The CCR and BCC DEA models have been implemented in the first step. We have used input oriented models, where inputs – expenses on new purchases and wages of players, are considered adjustable by the managers. The only output is points collected throughout the season. In the second step, impact of environmental variables, which are not easily adjustable by the managers, have been applied using double-bootstrapped CCR and BCC efficiencies using the truncated regression. Both types, financial and sport oriented variables have been examined. Results point out that clubs should focus rather than on improving of the number of passes and shots on goal, on improving of game results “directly-influencing” statistics such as goals scored and goals conceded. We have found that the higher value of turnover does not implicate the higher efficiency.

Key words: premier league, efficiency, data envelopment analysis, two-step DEA

JEL Code: C34, C67, M20

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**SPOLOČENSKÁ ZODPOVEDNOSŤ INŠTITÚCIÍ
VO VEREJNOM SEKTORE
SOCIAL RESPONSIBILITY
OF PUBLIC SECTOR INSTITUTIONS**

Erika Lapinová

Abstract

In this paper, we focus on socially responsible behavior of organizations in the public sector. This is an agenda that is current for both public and private companies and organizations, which, despite its voluntary nature, is important. Enterprises and organizations become important partners of the community, they are involved in environmental and social issues of community, within the internal environment of the organization they are interested in issues of working conditions and care for employees.

We will explain the peculiarities of the public sector in the context of socially responsible behavior activities, we will explain the essence of socially responsible behavior, or related concepts. Subsequently, we want to present a practical guide for organizations on how to prepare a strategy for socially responsible behavior and how to implement it in practice.

We are aware that public sector organizations - from state administration to local governments - have their specific organizational and personnel support (structures), scope, material and financial resources. Therefore, it is not possible to propose a single, universal and specific model for implementing social responsibility in practice.

Socially responsible behavior of organizations in the public, as well as in the private sector, is a voluntary matter and very flexible and diverse in terms of content and forms. However, its impacts and consequences, both for the organization and its surroundings, are obvious.

The systematic approach to the issue of socially responsible behavior presupposes first to create a strategy for the organization (goals and tools of socially responsible behavior of the organization), including its personnel, material provision and procedural page of the preparatory and implementation phase. We will provide a methodology for preparing and evaluating the strategy of socially responsible behavior of the organization. It is followed by the preparation of an action plan (including its timetable, staffing and financial support), its implementation, evaluation and innovation / change.

Key words: socially responsible behavior, public sector institutions, economic, social, ethical pillar, principles, methodology for practical implementation

JEL Code: O3, O35

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RETAIL MARKETING AND PRODUCT POLICY FOR SUSTAINABLE DEVELOPMENT

Vanda Lieskovská – Katarína Petrovčíková – Erika Dudáš Pajerská

Abstract

Slovakia currently needs to respond to existing environmental challenges. According to the data of the Ministry of the Environment of the Slovak Republic, air quality causes more than 5,000 premature deaths. Another challenge and problem is the low rate of waste recycling and the protection of ecosystems. The existing economic model causes many environmental and health risks. At the same time, it leads to waste in the sphere of production and consumption, accelerates the reduction of biodiversity, and depletes raw material resources. Ultimately, it leads to an unjust society. It was therefore necessary to follow up on the UN 2030 agenda for sustainable development, which is based on the existence of an integrative element of the economic, social and environmental dimensions of sustainable development. In 2016, the Ministry of the Environment of the Slovak Republic began the process of transition to a green economy, which is an alternative to change. The philosophy is based on the fact that the growth of income and employment is ensured by such investments that reduce carbon emissions, total air and water pollution and increase the more efficient use of raw materials. In February 2019, it prepared the strategy of the environmental policy of the Slovak Republic until 2030. The contribution follows the priority of the Environmental Strategy 2030 in the level of the circular economy. It concerns waste policy, but in particular alternative forms of production, promotion and resale of products. It presents the basic attributes of the zero waste philosophy, the principles of recycling and upcycling not only in the level of retail policy, but also in the context of consumer behavior. The emphasis is on positive effects and socially responsible behavior. The topicality of the topic is documented by surveys which state that up to half of Slovaks prefer to pay increased attention to the environment.

Key words: sustainable development, retail marketing, recycling, upcycling

JEL Code: JEL D18, Q53, Q18

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**PERFORMANCE ASSESSMENT OF CLUSTER
MANAGEMENT WITH REGARD TO THE PLANNING
OF THE HUMAN RESOURCES DEVELOPMENT CONCEPT
AND MARKETING COMMUNICATION**

Adam Madleňák

Abstract

The development of a cluster depends to a large extent on the quality of its management, the structure of the member base and their mutual interaction. At the same time, we can prevent the risks associated with the cooperation and partnership of several independent economic market players by taking into account the experience of other clusters. The model of a functional business network consists also includes a group of recurring problems related to the life cycle of a cluster. Following the above facts, the paper describes the process of assessing the excellence of cluster management by experts from the European Secretariat for Cluster Analysis in accordance with international standards. At the same time, the paper seeks to identify the challenges which should be taken into account by the management of the interest group. The measures taken should reflect the changing market environment and aim at improving the competitiveness of the regions concerned while taking into account a long-term strategy for the development of human resources in the cluster and its promotion in the media.

Key words: cluster management, human resources, communications, competitiveness

JEL Code: M12, M31, O15

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**MOTIVAČNÉ FAKTORY ĎALŠIEHO VZDELÁVANIA
VO SVETLE ROZVOJA ĽUDSKÝCH ZDROJOV**

**THE MOTIVATIONAL FACTORS OF EDUCATION
IN THE LIGHT OF HUMAN RESOURCES DEVELOPMENT**

Renáta Machová – Monika Esseová

Abstract

The basic pillar for economic growth, employment and the development of the quality of life of the population is quality education. An educated workforce increases labour productivity and is more flexible adapt to increasing work demands and changes in required skills. At present, however, the link between education and the needs and requirements of the labour market is not enough, the orientation of education to areas that do not correspond to the needs of economic practice prevails, and knowledge society, which is also reflected in the employment rate. The labour market is changing and increasingly requires higher-level skills, which is what it needs to be for the education system is also adapted. The implementation of the current system is a key issue in the field of economic development, with a strong focus on economic innovation and the development of a labour market. Promoting harmonization and harmonization of the harmonized and well-studied nature, studies, skills and creativity in the field of development, in the development of quality, education, education, education and training. The main goal of the paper investigates factors that mostly influence students' decision to pursue tertiary education in the light of human resources development, in this research we focus on motivations of graduating high school students.

Key words: motivation, education, human resources development, university

JEL Code: A20, A23, J21

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**ĽUDSKÝ KAPITÁL A RODOVÁ ROVNOSŤ VO VEREJNEJ
SPRÁVE: PRENESENÝ VÝKON ŠTÁTNEJ SPRÁVY
V STAVEBNOM SEKTORE V SR A ČR**

**HUMAN CAPITAL AND GENDER EQUALITY IN PUBLIC
ADMINISTRATION: TRANSFERRED PERFORMANCE
OF STATE ADMINISTRATION IN THE CONSTRUCTION
SECTOR IN SLOVAKIA AND THE CZECH REPUBLIC**

Eleonóra Marišová – Ivana Lichnerová

Abstract

Every state needs a superior public sector with educated human capital that can guarantee the provision of public services for the population. The main aim of the paper is to research the development of number of competent employees in the Czech and Slovak state and self-government structure with defining the requirements to perform the competence in the field of construction sector. Slovak public administration employed 416,000 employees in total, out of which 191,360 worked in the self-government in 2018. In the Czech public administration, there were 300,300 employees employed on the same date, out of which 94,895 employees worked in the self-government sector. Research in this area in the period 2014-2018 revealed that in Slovakia (SR) and Czech Republic (CR), the development of women's employment in self-government in the positions of mayors of municipalities has an upward trend. We analyze also the implementation of EU legislation on gender equality in the paper. Using the method of qualitative research conducted on a sample of municipalities located in the Nitra and Košice Region (SR) and in the Pardubice and Liberec Region (CR) in the period 2014-2018, we found out that especially small municipalities had a problem with reluctance of employees to perform competence in the field of construction regulations due to insufficient financial support provided by the respective state. However, the SR and CR budgetary rules stipulate their obligation to finance all transferred competencies, including the construction ones.

Key words: human capital, gender equality, public administration, competence, construction regulations

JEL Code: J24, H83, K38

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MORTALITY DIFFERENTIALS BY MARITAL STATUS IN CZECHIA 1990–2019

David Morávek – Jitka Langhamrová

Abstract

Mortality of a population is most often studied by age and sex. Nevertheless, mortality also differs according to other demographic characteristics. This paper focused on differences in mortality by marital status in the period of 1990–2019 in Czechia. The impact of different marital status on mortality has been shown to be an important demographic characteristic that significantly affects the mortality of a population. Married people generally have the lowest mortality rates than their never-married counterparts. Differences in mortality between married and never-married people were recorded as more significant in men compared to women. We showed that differences in mortality by marital status slightly decreased over the period of 1990–2019 in Czechia. Furthermore, life expectancy at the age of 30 increased during the period. The overall life expectancy at age 30 was significantly higher than that of never-married people. The life expectancy of married people at the age of 30 was the highest compared to other marital statuses and even exceeded the overall life expectancy. To studying the difference in life expectancy at age 30 by age and marital status, we used a decomposition method.

Key words: mortality, marital status, life expectancy, decomposition method

JEL Code: J10, J11, J12

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SUCCESSION AND GENERATIONAL CHANGE IN FAMILY BUSINESS

Ladislav Mura

Abstract

Establishing and conducting business activity in form of family business is an essential part of SME entrepreneurship. Family forms of business ownership are typical especially for smaller businesses that belong to the group of small and micro enterprises. Essential management tasks involve ensuring the human capital, which is necessary to run the business. In contrary to non-family enterprises, family businesses face specific human resources issues as an integral part of the company management. These specific features stem from the issue of business ownership and the need to ensure the business continuity in form of succession. In terms of corporate management, this is an important moment in existence of the business, since it will determine the continuity of business activity or even disappearance from the market. Succession and generational change have become critical issues in existence and functioning of the family enterprise. The foreign scientific literature states that this is the most common reason for the demise of family businesses due to failure to resolve succession resp. generational change in business management. The subject of this paper is to provide a brief outline of the issue and present partial results of targeted research oriented at family enterprises.

Key words: succession, generational change, family enterprises, micro and small businesses

JEL Code: L25, L26, J12

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CAN OSWALD'S HYPOTHESIS APPLY IN SLOVAKIA? THE LINKS BETWEEN SHARE OF OWNER-OCCUPIED REAL ESTATES AND UNEMPLOYMENT RATES

Ladislav Mura – Beáta Stehliková

Abstract

In the era of economic globalization, the migration of labour force and the dynamic of the labour market are even more in focus, as they are supported by ongoing trends not only in the economy but also in the society as a whole. Andrew Oswald pointed to significant statistical correlation between homeownership and unemployment. His argument is based on the fact, that homeowners are less mobile than those, renting a property. The Slovak real estate market is characterized by a high share of owner-occupied real estate. This share (more than 90 percent) is one of the highest in Europe. The low mobility of the labor force in Slovakia is also related to the structure of the use of the housing stock. As a result of the privatization of the housing stock in apartment buildings by the original tenants, it was necessary to categorize the properties as own apartments in apartment houses and own apartments in family houses. We found a positive correlation between the logarithm of the unemployment rates and share of apartments in family houses and a negative correlation between the logarithm of the unemployment rates and share of apartments in flats in the apartment buildings in the researched period of 2009–2019. We also modelled both dependencies using a linear regression model.

Key words: Oswald's hypothesis, Slovakia, NUTS 4, unemployment, homeownership

JEL Code: D10, E24, R11

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**VPLYV ĽUDSKÉHO KAPITÁLU NA VÝVOJ
A KVALIFIKÁCIU ČINNOSTÍ RIADENIA SPOLOČNOSTÍ
VO VYBRANOM TRHOVOM SEGMENTE**

**IMPACT OF HUMAN CAPITAL ON THE DEVELOPMENT
AND QUALIFICATION OF COMPANY MANAGEMENT
ACTIVITIES IN A SELECTED MARKET SEGMENT**

Michaela Ondrušová

Abstract

A positive development of each organization primarily depends on the quality of human resources, favorable economic indicators and economic development of the company. Human capital is one of the most important areas of interest for company management, which contributes to attracting, acquiring and retaining qualified people in the appropriate roles, thus achieving positive results in withstanding strong competition in the relevant market. The paper presents insights into the management of human resources in the assessed area and serves as a guide for streamlining promotional activities of organizational entities in order to achieve remunerative market position, enhance customer awareness, improve economic indicators and contribute to a greater competitive advantage. In order to comprehensively address the issue of optimal human resource management and propose recommendations for practice, the author applied the above framework on the automotive industry and its specifics. In current unfavorable economic circumstances, which are not limited only to Slovakia, it is imperative for organizations to develop, innovate and improve human resources activities, which are considered to be vital for withstanding a highly competitive market environment in all industry areas.

Key words: human resources, economy, industry

JEL Code: J24, M5, M12

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**ÚMRTNOST NA ZÁVAŽNÉ NEMOCI PODLE
DEMOGRAFICKÝCH CHARAKTERISTIK V ZEMÍCH EU-28**

**MORTALITY FOR SERIOUS DISEASES ACCORDING
TO DEMOGRAPHIC CHARACTERISTICS IN EU-28
COUNTRIES**

Viera Pacáková – Lucie Zapletalová – Petr Šild

Abstract

Health is important for the wellbeing of individuals and society and healthy population is a prerequisite for economic prosperity in each country. Significant differences in health status exist between European countries and regions. Health inequalities exist along many demographic or social dimensions, including sex, age, geographic area and socio-economic situation. The objective of article is analysis and comparisons mortality for serious diseases in EU-28 members' countries according to demographic characteristics. To this have been use the latest available values of standardised death rate per 100 000 inhabitants for circulatory diseases, malignant neoplasms and respiratory diseases, which are leading causes of death in EU. Mortality rates were monitored first for the entire population in each country and then separately for men and women and for the persons aged less than 65 and the persons aged 65 and over. The EU-28 countries have been arranged graphically from the lowest to the highest value mortality rates according to three serious diseases and different demographic characteristics. Synthetic mortality variable that aggregates three the most serious diseases together has been constructed using weights for the standardized values, taking into account the mortality rate for each of the three major diseases in throughout the European Union.

Key words: mortality rates, serious diseases, inequalities, gender, age

JEL Code: I14, I18

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GDPR IN TERMS OF DATA PROTECTION IN THE FIELD OF HRM

Tomáš Peráček

Abstract

The General Data Protection Regulation (GDPR) has been one of the most debated legislation issues for the last three years. This is due to the fact, that the legal regulation has fundamentally affected the previous practice in handling of personal data. However, in the information age, the importance of increased protection of personal data and the security of data processing has to be addressed. Similarly, to other organizations, the business sector enters in contact with numerous personal data that need to be processed in accordance with the applied rules of legislations. The issue of GDPR is a crucial question in the field of human resources management, where all the personal and further data regarding human resources is centralized. Therefore, even in human resources management it was necessary to adopt regulatory measures for daily application of the regulation in practice. However, the business practice shows that there are several incorrect steps and procedures in the field of human resources management when applying the GDPR in practice. This paper is focusing attention on the most important aspects of GDPR in terms of correct application of it in the field of human resources management.

Key words: GDPR, human resources, human resources management, data security

JEL Code: J5, K31

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HUMAN RESOURCES AND THEIR REMUNERATION: MANAGERIAL AND LEGAL BACKGROUND

Tomáš Peráček

Abstract

This paper examines the current state and issues in the field of the employee remuneration, which is a key issue that management must address in all the companies. The topic is primarily anchored in the field of human resources management and labor law, which leads to multidisciplinary research. Not only in legal, but especially in managerial practice, many unanswered questions arise that are directly related to the remuneration of employees. The goal of the article is to contribute to correct understanding of obligations and underlying principles of remuneration of employees from the side of the employer in order to secure stabilization of human resources of the enterprise. The setting of this goal is based directly on existing needs and on evolving practical problems in business practice. The correct understanding and application of the legal concept of salary regulated in the Labor Code fundamental impact on effective functioning of the company and human resources management. Due to the nature of the researched topic, we applied primarily qualitative methods of research. Scientific and doctrinal interpretation of legal regulations in connection with the knowledge from academic literature and judicial decisions have enabled us to find answers to researched questions and application problems of business practice.

Key words: employee, Labor code, remuneration

JEL Code: J53, K31, M12

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**ANALÝZA PREFERENCIÍ ŠTÝLOV UČENIA SA PODĽA
DEMOGRAFICKÝCH CHARAKTERISTÍK
U ŠTUDENTOV EKONÓMOV**

**THE EXAMINATION OF THE LEARNING STYLE
OF ECONOMIC STUDENTS BASED
ON DEMOGRAPHIC CHARACTERISTICS**

Kamilla Sánta – Renáta Machová – Zoltán Šeben

Abstract

The aim of this study is to examine which learning style is most prevalent among young economics students in order to help teachers of subjects related to economics. We believe that the use of some tools of pedagogical diagnostics, including the diagnosis of learning styles, is needed in the education of economists of the future in order to make the process of teaching more efficient and faster. The study shows how the learning style of economics students changes from grade to grade based on certain demographic characteristics. These demographic characteristics are as follows: gender, age, habitation and grade. Our primary research has been carried out at J. Selye University in Komárno, Slovakia. A quantitative method was used for data collection, our questionnaire was filled in by 375 economics students. The study also contains the testing of the hypothesis we set up. Due to the nature of the dependent and independent variables, two types of analysis were used, analysis of variance and correlation analysis.

Key words: learning style, study program, educational tool, demographic characteristics

JEL Code: A22, A23, J24

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REFUGEES IN THE CZECH REPUBLIC: FACTS AND FIGURES

Markéta Seidlová

Abstract

With an immigrant population about 600,000 persons, the Czech Republic is the main target of migrants in Central Europe. However, the country still remains rather omitted by the population of asylum seekers, in both number of applicants for international protection and number of those living there with granted refugee status. This could be in part explained by the fact that the country applies very restrictive policy in this area since more than 20 years. Out of 89,755 persons who applied for the protection between 1997 and 2019, only 2,679 (i.e. 2.98%) were granted asylum. In what concerns the countries of origin, traditionally high share (about 50%) within the asylum seekers have citizens of Ukraine, however, there have been significant changes on the “top ten” positions within last years. The paper examines the latest evolution in the number and in the composition of refugee population, linking it to the European context as well as to the so called “refugee crisis” of 2015-2016.

Key words: refugee, immigration, asylum policy, Czech Republic

JEL Code: F22, K37, J61

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GRANDPARENTING AS A RESOURCE OF FERTILITY: RUSSIAN MODELS AND SITUATION

Oksana Shubat – Anna Bagirova

Abstract

Russia is experiencing a low birth rate, which is significantly below the level of simple reproduction. In the paper, grandparenting and grandparental labour are considered as a resource of fertility. The research aims to identify specific regional situations – models of grandparental labour in the socio-economic space of Russia. As a source of information, we used data from a statistical monitoring of people's living standard carried out by The Russian Federal State Statistics Service. Based on some of the questions of the survey in 2018, it was possible to construct indicators of grandparental labour. We used hierarchical cluster analysis to identify territorial models of parental labour. In the course of the analysis, 6 groups of regions were revealed, in which various models of grandparents' labour were observed. The analysis conducted allowed to characterise the grandparental labour models established in Russian regions according to the labour's pervasiveness and intensity, features of its actors, and common regional socio-economic indicators. Considering these results may help to realise federal projects in Russian regions more effectively.

Key words: grandparenting, grandparents' labour, 1 time expenditure, cluster analysis, models

JEL Code: J11, J14, C38

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**ESTIMATING THE HEALTHY LIFE EXPECTANCY (HLE)
IN THE FAR PAST. THE CASE OF FRANCE (1816-2017)
AND COMPARISONS WITH HALE FROM WHO
AND PROJECTIONS TO 2060**

Christos H. Skiadas – Charilaos Skiadas – Yiannis Dimotikalīs

Abstract

Healthy Life Expectancy (HLE) is an important measure of the health state of a population. It was proposed and calculated after the systematic work of a large group of researchers all over the world. Several estimates were proposed and tested during last decades. The most successful estimate was termed as HALE and is provided by the World Health Organization (WHO) in the related website. However, it remains an unexplored period of the last few centuries where, LE data exists along with the appropriate life tables, but not enough information for HLE estimates is collected and stored. The simplest solution could come from the existing life table data sets following an appropriate method. The problem is now solved following a methodology of estimating the HLE from the life tables after the Healthy Life Years Lost (HLYL) estimation. The case of females in France from 1816 to 2017 is explored along with a projection to 2060.

We apply a Direct HLYL estimation methodology from Life Tables, verified also via a series of additional methods as a Weibull and a Gompertz parameter test and a comparison with the HALE estimates from WHO. The complete methodology and estimation methods are published in the book on “Demography of Population Health, Aging and Health Expenditures” of Volume 50 of the Springer Series on Demographic Methods and Population Analysis.

<https://www.springer.com/gp/book/9783030446949>, <https://doi.org/10.1007/978-3-030-44695-6>

Key words: Life Expectancy, Healthy Life Expectancy, HALE, Logistic model, forecasts, Life Tables.

JEL Code: I15, I18, J1

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MĚNÍCÍ SE ROLE OTCŮ V RODINĚ

THE CHANGING ROLE OF FATHERS IN THE FAMILY

Petra Smolíková

Abstract

Recently, declining fertility rates and factors that may influence this trend have been debated on the academic field. One of the modern topics that could change the mindset of reproductive behavior is a sufficient involvement of fathers in child care. On the one hand, it affects the qualitative growth of the child. On the other hand, it could motivate women who postpone parenthood due to a working career to start reproduction. Involving fathers in childcare can enable mothers to return to work sooner after maternity and parental leave. Nevertheless, it is seldom possible to encounter a situation where the father is on parental leave. This is mostly due to insufficient wage compensation for men caused by the difference between men's and women's wages. Specific figures show the contrast between the number of men and women receiving parental allowance and the impact of childcare on their working lives.

Key words: family behaviour, family, father's role, parental leave

JEL Code: J1, J5, J11, J13

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IMPACT OF CULTURE ON INNOVATIONS IN SELECTED COUNTRIES WITH AN EMPHASIS ON HUMAN CAPITAL AND RESEARCH

Dušan Steinhauser

Abstract

The new institutional economic theory distinguishes between formal and informal institutions and examines their quality and interaction. We analysed the impact of informal (culture measured by Hofstede's cultural dimensions) and formal institutions (Human Development Index) on innovation (Global Innovation Index). The main aim of this paper is to apply results of quantitative analysis to the Slovak and the Czech Republic. We used correlation analysis, pairwise regression analysis and graphical regression analysis using scatter plots. We found that in this case, informal institutions have a weak to moderate impact. We confirmed the negative impact of power distance and uncertainty avoidance on innovation. On the other hand, the Human Development Index has a medium to strong impact on innovation. For the Human Capital and Research subindex, according to the correlation analysis, there is an indirect moderate relationship between this subindex and the power distance and a direct moderate relationship with the Human Development Index, which was also confirmed by the paired regression analysis. Our recommendation for the decision-making sphere is to formulate a rational economic policy to stimulate innovation in accordance with the principle of subsidiarity.

Key words: Culture, Hofstede, Global Innovation Index, New Institutional Economic Theory, Human Capital and Research

JEL Code: O00, E14, J24

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THE DEVELOPMENT OF AUTOMATION AND HUMAN CAPITAL IN AUTOMOTIVE BUSINESSES IN THE AREA OF LIBEREC

Martin Šikýř – Jiří Dušek

Abstract

The automation of manufacturing processes associated with the development of the concepts of Industry 4.0 affects all industrial businesses, including automotive businesses that play a significant role in the Czech economy. The introduction of digital technologies in manufacturing processes drives changes in traditional work systems and evokes new requirements on human capital of industrial businesses. The paper analysis the results of the authors' questionnaire survey on the development of automation and human capital in 10 medium-sized and large automotive businesses in the area of Liberec with the aim to answer how the automation affects their work systems and changes their requirements on human capital. The survey was carried out in spring 2020. The questionnaire used had two parts, one for technicians and one for HR specialists and line managers. The answers were obtained from 20 respondents, two from each business. The data analysis methods included the calculation of relative frequencies and the evaluation of the dependence of responses on the size of the business. The findings showed that surveyed businesses increase the automation of their processes, which leads to the replacement of low-skilled manual and routine jobs, but at the same time it increases the demand for technically educated workers.

Key words: automotive industry, Czech Republic, Industry 4.0, labor market

JEL Code: M10, M12, M 50

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POVERTY IN EUROPE - THE CURRENT SITUATION ACCORDING TO EUROPE 2020 STRATEGY

Elena Širá

Abstract

Social exclusion, material deprivation and poverty are today very acute topics, in Europe, too. Europe countries faced to problems with migrants, economic crisis caused by virus Covid-19 and many other problems. Strategy Europe 2020 set 5 main aims, which are dedicated to three main priorities. One of them is inclusive growth. This priority is dedicated to unemployment and poverty. The aim of this article is to set, if the EU countries fill the poverty aim from the strategy Europe 2020. It is very important to fulfil this aim, because it may caused the improvement in other areas, especially in employment, consumption, etc. During the period 2010 - 2019, I analyse the EU countries and the situation in the area of social exclusion and poverty, there. I analyse the situation in this area through selected indicators. The Gini index and material deprivation of the EU countries will be analysed, too. At the end, I try to make conclusions according to set data and the results gained from various methods.

Key words: Strategy Europe 2020 , poverty, Gini coefficient

JEL Code: F55, I32

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PRÍJMOVÁ NEROVNOSŤ DOMÁCNOSTÍ NA SLOVENSKU

Nikola Šubová – Ján Buleca

Abstract

In the last decades, income inequality has been a global phenomenon, and the social problem associated with unemployment, deprivation, and poverty. As a consequence of increasing income inequality, the middle-income group has been disappearing. OECD statistics show that the income of the upper decile of population is nine times higher than the income of the lower decile. The income gap between men and women is also a part of income inequality. Nowadays, women`s income is 16% lower than men`s. The main goal of this paper is to analyse and compare income distribution and its structure in Slovak households using Households Finance and Consumption Survey data. In this paper, the differences in income between households with a woman as a reference person and households with a man in the position of reference person are pointed out. Results confirmed the higher income of households with a man as a reference person in all three waves of the survey. The difference was recorded in the structure of income as well. The share of employee income and self-employment income on the monthly gross income was greater in households with men as a reference person, while the share of pension income and the regular private transfer was higher in households in which women were in the position of the reference person.

Key words: income, income inequality, household, HFCS

JEL code: D120, D330

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VZDELÁVANIE A ROZVOJ TALENTOV PO COVID-19

TALENT EDUCATION AND DEVELOPMENT AFTER COVID-19

Juraj Tej – Matúš Vagaš

Abstract

The current pandemic situation and working with talented employees is becoming an important part of SALW in society. However, despite the growing need to develop and educate talent, over the years there have been uncertainties regarding the importance of learning and implementing the theory of talent management in practice. However, from the point of view of its history, this is not an absolute novelty. Talents fall under the tools of employee development management and career planning. By its nature, it focuses on the long-term identification of the system, development, and retention of employees, and thus increases the efficiency, performance, and competitiveness of a company in the market. The concept of talent management represents many variations regarding differences, definitions, and practices not only in talent education but also in human resource management practices. By working on training and talent development in the context of human resource management practices, companies after the COVID-19 quarantine state have a promising tendency to respond more effectively in the future to challenges that can significantly affect their position in achieving better results, which is closely related to our problems.

Key words: Education, Coronary Crisis, Talents

JEL Code: H00, M00, I20, P46

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POLICY FOR SUPPORTING CREATIVITY IN THE ACADEMIC ENVIRONMENT

Dominika Tumová – Martina Blašková

Abstract

The focus of the article is a detailed examination of supporting creativity in the academic environment. It aims to propose recommendations for policymaking to promote creativity in this environment so that its impact on the future state of social policy is taken into account. To fulfill the article's aim, the authors carried out research at several Slovak universities in 2020. The purpose of this research was to identify the key elements, factors, and methods that are being used in promoting creativity at universities. The researchers used a questionnaire survey on students' academic motivation and creativity. The survey sample comprised 123 students, of whom 39% were male and 61% were female. Based on the data collected and the analysis performed, it was possible to determine (1) which factors influence students' creativity the most, (2) which factors are most important for them in terms of creativity, and (3) which methods for supporting creativity are most often used in the academic environment. Subsequently, it was possible to design a set of recommendations for potential policymaking focused on the support of creativity in the academic environment. A policy set this way would affect not only the state of the university's social policy but also the country's social policy.

Key words: motivation, creativity, policy, academic environment.

JEL Code: I23, J24, M12

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**ZMENY V EMIGRÁCII ZDRAVOTNÍCKYCH
PRACOVNÍKOV V REGIÓNOCH SR PODĽA NUTS III.
CHANGES IN EMMIGRATION OF HEALTH WORKERS
IN NUTS III. REGIONS OF THE SLOVAK REPUBLIC**

Magdaléna Tupá

Abstract

Labor emigration is one of the issues that the professional public has recently been paying more attention to. The global pandemic COVID-19 target our attention to research the emigration of health workers from the Slovak Republic for jobs abroad. The share of the postproductive population is constantly increasing, Life expectancy at birth is increasing, or the number of healthy life years improve more only slowly, which had the big impact on increased demand for health services before the pandemic. This problem is compounded by long-term labor shortages in health services and regional disparities. Based on time series capturing the development of doctors, nurses and health professionals calculated per 10-year population an analysis of the current situation is performed. The main aim of this paper is to find out changes in emmigration health-care workers to the territory of the Slovak Republic in the last ten years in individual NUTS III. regions. We will also find out by means of the Beta-convergence method whether individual NUTS III. regions of the Slovak Republic in the number of emmigrants health-care workers in the last ten years show a tendency towards convergence or divergence of the number of doctors, nurses and emigrants of health care workers from the Slovak Republic for work abroad.

Key words: emmigration, health-care workers, regional disparities, NUTS III.

JEL Code: F22, J62, R23

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SELF-ROSTERING FOR IMPROVING LABOR CONDITIONS

Roman Urban – Zuzana Dvořáková – Ugis Krastinš

Abstract

The shift work schemes are usually set regardless of technological innovations. Employees have no access to address their time flexibility for operational reasons, and employers find to plan flexible working regimes based on traditional rostering as time and financial consuming. Human resource management pays limited attention to self-rostering, even though employees appreciate balancing work-private/family life. The paper aims to call for a new approach to personnel planning and discuss implementing self-rostering using the Czech labor market as a case. The article discusses the benefits of self-rostering. Research methods combine in-depth analysis of bibliographic data in the Web of Science database, on-the-desk analysis of secondary sources, questionnaire research in the CR in 2019, and unstructured interviews with managers July-August 2020 for writing narrative cases. Based on the analysis of rostering in the Czech environment, findings highlight approaches to shift work, which results from the employees' preferences of self-rostering. The added value is to encourage discussions about flexible employment practices and their implications for the quality of work-life of shift workers.

Key words: Flexibility, workforce, self-rostering, job satisfaction, work-family balance

JEL Code: J22, J53, J81

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**VYHODNOTENIE IMPLEMENTÁCIE OPERAČNÉHO
PROGRAMU BRATISLAVSKÝ KRAJ V PROGRAMOVOM
OBDOBÍ 2007 - 2013 NA ZÁKLADE VYBRANÝCH
ŠTATISTICKÝCH UKAZOVATEĽOV**

**EVALUATION OF THE IMPLEMENTATION
OF THE OPERATIONAL PROGRAM BRATISLAVA REGION
IN THE PROGRAMMING PERIOD 2007 - 2013 ON THE BASIS
OF SELECTED STATISTICAL INDICATORS**

Vlastimil Vicen

Abstract

The aim of this paper is to evaluate the impact of the implementation of the Operational Program Bratislava Region in the 2007 - 2013 programming period on the basis of selected measurable indicators. The objectives of the Bratislava Region Operational Program were fulfilled through two priority axes, Infrastructure and Knowledge Economy. The Bratislava region is among the regions that are above the EU average in terms of regional economy performance in the long term; therefore, the drawing of financial resources from the Structural Funds is limited for this region as they are primarily designed to help overcome inequalities between economically stronger and weaker regions. During its implementation, the Operational Program Bratislava Region has brought significant benefits to the Bratislava Region in terms of improving public infrastructure, improving the quality of life in municipalities, transport infrastructure and technological equipment for small and medium-sized enterprises. The main disadvantage of this program was limited financial resources.

Key words: Bratislava region, structural funds, European Union, programming period

JEL Code: R11, O18, P48

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DŮCHODOVÁ REFORMA A LIDSKÝ KAPITÁL

PENSION REFORM AND HUMAN CAPITAL

Jaroslav Vostatek

Abstract

Non-intelligibility and unconstitutionality are the basic problems of the Czech public pensions; both may be eliminated with a small pension reform based on a change of several parameters and/or on split of public pensions into two pillars. Marketing and lobbying dominate the Czech pension policy and thus it is not sure that this year the government agrees on a small pension reform at least. A large pension reform should also consider the contemporary concepts of old-age, disability, and survivor pensions as well as the associated human capital investments. It is not only about the lengthening of working activity of elderlies but also about the whole concepts of family and education policies. These social policies generate not only public and private expenses but also economic development, with impact on pension policy and its potentials. The approval of a coherent modern social policy concept/model is the best solution. The aim of the paper is a presentation of such a policy for Czech conditions, including the link to the tax policy. Such a large pension reform also defines the space for the occupational and personal pensions and their fiscal regimes which have been exorbitant and unconstitutional in Czechia.

Key words: pension reform; human capital; welfare regimes; family policy; educational policy

JEL Codes: H55, H24, J13

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**MĚŘENÍ SOCIÁLNÍCH DOPADŮ
VE VYBRANÉM SOCIÁLNÍM PODNIKU**

**MEASURING SOCIAL IMPACTS
IN A SELECTED SOCIAL ENTERPRISE**

Mirka Wildmannová

Abstract

The paper aims to evaluate the social impacts of a selected social enterprise. The Social Impact Navigator method was used to achieve the goal. Based on this tool, which was conducted in the form of a questionnaire survey, assess the success of selected activities of the social enterprise. Before-after comparison, Target-actual comparison and Comparison between target groups methods were used to collect data in the questionnaire survey. Based on the results of the questionnaire survey, it can be stated that a social enterprise means for its employees not only job security and constant earnings, but also a certain form of personal development, finding new friends and community. The conclusions from the research showed that the net income of most respondents after starting a business increased and helped most of them to solve a difficult life situation or execution. Respondents evaluated the scope of work positively, they like to go to work and most of them would like to stay at work for more than three years. The positive social impact is the trust of employees in their managers and the management of the social enterprise, which may also be the reason why they like to go to work and that most want to increase the number of hours worked after the first year of work in the company. Another motivation is financial reward.

Key words: social enterprise, Social Impact Navigator, social problems, social impacts

JEL Code: D64, H43, O22

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COMPARING HEALTHY LIFE EXPECTANCY IN EUROPE ACCORDING TO WHO, EUROSTAT AND FIRST EXIT TIME THEORY.

Konstantinos N. Zafeiris – Christos Skiadas

Abstract

Healthy life expectancy, in general, describes the health status of a population. The World Health Organization uses for its calculation a method according to which after applying disability weights to health states, the equivalent number of years of good health of a newborn are estimated. Eurostat uses a different methodology based on the Sullivan method. A life table which enables the calculation of life expectancy for each age x_i (or age category i in the case of an abridged life table) is constructed. Afterwards, the observed prevalence of the population in healthy or unhealthy conditions is taken into consideration. Exit Time Theory applies a stochastic methodology on mortality data to calculate the number of years a newborn is expected to live without disabilities and in good health. This paper aims to compare comparatively the results of these three approaches and discuss and similarities or dissimilarities existing among them.

Key words: WHO, EUROSTAT, First Exit Time Theory, Healthy life expectancy.

JEL Code: I1, J10, J26

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ANALÝZA PRACOVNÍCH PŘÍJMŮ OTCŮ A BEZDĚTNÝCH MUŽŮ V ČR

ANALYSIS OF LABOR INCOME OF MEN WITH CHILDREN AND CHILDLESS IN THE CZECH REPUBLIC

Drahomíra Zajíčková – Martina Rašticová

Abstract

This paper contributes to the discussion on the impact of fatherhood on the labor market in the Czech Republic, as no attention has been paid to this issue so far, although it has a major impact on parents not only in economic areas. We use quantitative analyzes using representative cross-sectional data EU SILC in a complete time series, which is available for the Czech Republic in order to determine the effects of family size on fathers' results in the labor market, specifically in the dimension of salary level, resp. income. Our findings prove the presence of the fatherhood bonus in the Czech Republic throughout the period under study, which is statistically significant. Our findings suggest that men increase the number of hours worked and thus earnings in response to having more children. This effect prevails in more conservative societies, resp. societies with a traditional model of complementary roles, where men are expected to be the main breadwinners, including the Czech Republic.

Key words: Fatherhood, fatherhood bonus, labour market, EU SILC, incomes

JEL Code: J24, J30, D10

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MOTIVATIONAL TOOLS OF CORPORATE PRACTICE

Annamária Zsigmondová

Abstract

The aim of the study is to present the individual motivational tools that the manager uses to motivate employees for efficient and effective work. The first chapter deals with the study of the literature. Describes the application of various motivational tools in corporate practice. The second part presents the method and methodology of the research, which is based on a questionnaire survey. The next part of the study presents the results achieved, which can be used to outline the effective motivational tools of the leaders. The questionnaire was filled in by 150 respondents. The obtained results could be applied to the respondents we examined, thus no far-reaching conclusions can be drawn. The results suggest that financial benefits do not necessarily provide an incentive for employees to provide more productive work performance. Research has further demonstrated that leadership style and management praise how could affect employee performance. At the end of the study we conclude our findings.

Key words: motivation, loyalty, performance

JEL Code: J24, O15

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**STUDENTKY-MATKY NA UNIVERZITĚ KARLOVĚ
Z POHLEDU ŠETŘENÍ UNIVERZITY Z ROKU 2017**

**STUDENTS-MOTHERS AT CHARLES UNIVERSITY
FROM THE PERSPECTIVE OF THE UNIVERSITY SURVEY
FROM 2017**

Aneta Ženíšková

Abstract

Czech research shows that periods of study and education is not compatible with parenthood. Despite this, women have children in this period. From the 1990s, there was an expansion of tertiary education in the Czech Republic and also there was a sharp increase in the share of women studying at universities. This, combined with other factors, has led to an unprecedented increase in the average age at which women have their first child. The topic of motherhood during studies remains significantly neglected in professional works and from a demographic point of view it is not studied at all. The aim of the presented paper is to identify a group of students-mothers at Charles University and to clarify their basic characteristics. Another aim of the paper is to clarify the obstacles and key prerequisites for the successful harmonization of studies at Charles University with the care of a child/children. Key prerequisites for the successful reconciliation of study and motherhood include the support of a partner/spouse and family. On the part of the university, students-mothers would appreciate the possibility of all day and short-term babysitting, the possibility of individual modification of studies according to the needs of students-mothers and financial support.

Key words: reconciliation, students-mothers, Czechia, Charles University, factors

JEL Code: I21, J13

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