

EXPLORING COMPONENTS OF ORGANIZATIONAL POLITICS, WITHDRAWAL BEHAVIOURS AND PERFORMANCE IN A TRANSITION ECONOMY

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Abstract

This study examines the associative relationship and direction of effect of components of organizational politics on performance and withdrawal behaviours. The study is based on survey data obtained from questionnaire administered on 280 respondents in full-time employment in two organizations. Results of data analysis revealed that perceived political dimensions of organizational policy and self-promotion political behaviour are positively related with performance and absenteeism. Perceived politics of reward and favouritism in career progression were found to have positive implications on absenteeism and turnover intention while the direction of effect of favouritism on performance is negative. It seems evident that context is of essence in understanding behavioural consequence of politics and, possession of skills to influence positive perception of politics is intuitively beneficial to foster positive organizational consequences

Key words: *Politics, Absenteeism, Turnover, Performance, Withdrawal Behaviours*

JEL Classification: M10, M12, M19

DIRECT SUPPORT ROLE FOR THE ARABLE CROP PRODUCTION OPTIMIZE

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Abstract

The arable cultivation, sowing structure and income is simultaneous optimization of the linear programming should be used. This method can be used to determine an optimal sowing facility that meets the requirements for greening and maximizes the use of support options to provide the largest income for the farmer. My overall goal is to maximize the potential income besides the farm size. The first specific objective is to look at the competitiveness of green peas, with the support of the production of industrial vegetable crops linked to production, and its reduced scale.

Key words: Arable cultivation, Linear programming, Income

JEL Classification: C6, C4, Q1

GENDER AND IMPRESSION MANAGEMENT IN THE WORKPLACE

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Abstract

Proficiency in managing one's impressions and discerning those of others has attained further importance in contemporary organizational conditions. Women and men require several equivalent skills like social presentability, noticeability, organizational conduct and political skills, plus capable job performances for career success. However, women require abilities that men don't, to handle the prejudices they countenance just for being women. They require skills to handle the understated and obvious gender jobs. This paper examines gender disparities in the use of impression management tactics in organizational milieu, why these skills are necessitated and what women must do to begin employing them. The findings offer improved grasp of organizational behaviour and specify that constant impression management ends in identity reformation.

Key words: Gender, Impression, Management, Workplace

JEL Classification: L2, M12, M54, J16

TRADE MISSIONS AS THE INSTRUMENT FOR SUPPORTING INTERNATIONAL TECHNOLOGICAL COOPERATION OF ENTERPRISES - CASE STUDY OF POLAND, SLOVAKIA AND CZECH REPUBLIC

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Abstract

The paper discusses the subject of trade missions of enterprises as an instrument to support the implementation of their business processes, especially those aimed at establishing international technological cooperation. The aim of the study is quantitative and qualitative analysis of trade missions organized between January 2016 and April 2017 by the Enterprise Europe Network (EEN). The objective of the paper is to identify the directions of enterprises' activity in the field of international technological cooperation.

Key words: company mission, innovation, SMEs, network

JEL Classification: O14, O11

MANAGER'S DATA IN HUMAN RESOURCE MANAGEMENT FROM THE PERSPECTIVE OF THE WORK POSITION

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Abstract

The aim of the research is to determine whether statistical significant differences exist in employee motivation in Slovak enterprises depending on the work position. The questionnaire method was used to recognize the level of motivation. The survey was conducted in 2016. The hierarchy of motivation factors was defined by using the arithmetic mean of each motivation factor. The dependence between two categorical variables was verified based on the chi-square test. Following the results, we can conclude that, motivation factors related to finance and mutual relationship were preferred by Slovak employees regardless of their belonging to the work position. The base salary dominated in all work categories. Same motivation factors (atmosphere in the workplace, good work team, base salary) were preferred by managers and white collar workers with slight differences in order.

***Key words:** employee motivation, managers, white collar workers, blue collar workers, the Chi-square test*

JEL Classification: O15, J28

INNOVATION POTENTIAL OF THE REGIONS IN THE SLOVAK REPUBLIC

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Abstract

Innovations represent a significant factor of the competitiveness of regions. Their representatives are mainly the universities and research organisations. They are represented in the regions with varying intensity depending on the presence of good quality human resources. In article, we selected some factors that represent the innovation potential of the region. At the moment, economic efficiency is being examined, which is also represented by the group of factors. We focused on the Slovak region (NUTS3). Based on innovation potential assessment and economic efficiency evaluation, we set up their order. We applied point method. We used the Pearson correlation coefficient to examine the relation between the values of the total sum of points of both evaluations. It is shown that the innovation potential is closely linked to the economic performance of regions.

Key words: innovation, research and development, economic performance, knowledge, region

JEL Classification: R11, R12, J21

THE CONTRIBUTION OF FINANCIAL DERIVATIVES TO PUBLIC AND PRIVATE SECTOR FINANCING IN NIGERIA

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Abstract

This paper examines the contribution of financial derivatives in bridging funding gaps in Nigeria's public and private sector. The period studied was from 1996 – 2014. Results show that financial derivatives have a positive significant influence on private sector borrowing, while it does not exert significant influence on public sector borrowing. The growth rate of financial derivatives transactions in Nigeria is low and insignificant and it amounts for a very low and insignificant proportion of transactions in the capital market. In order for financial derivatives to contribute significantly in filling funding gaps in Nigeria, effective sensitization programs and formulation of appropriate regulatory framework should be put in place in order to achieve needed deepening of Nigeria's capital and money market, and flexibility in financing development projects both in the private and public sector.

Keywords: *financial derivatives, public sector financing, private sector financing, funding gaps, alternative financing.*

JEL Classification: E60, G30, G32

INCLUDING LABOUR MARKET PROPOSALS IN HIGHER EDUCATION OFFERS

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Abstract

Higher education institutions are facing serious challenges all over Europe. These challenges have a greater effect on post-socialist countries since it is completely new to them that educational institutions are players on the open market and are competitors.

The results of the study show that besides theoretical knowledge universities need to offer a lot more practical examples and situations where students can gain some valid and real-life business experience during their studies. Universities need to make some effort to promote and develop their partnerships with different companies in order to achieve cooperative education and to be able to offer dual courses – where students can learn the practical terms in a company.

***Key words:** higher education, marketing, educational management, labor market*

JEL Classification: I21, I23, M31

INNOVATION MANAGEMENT AND INFORMATION ACQUISITION

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Abstract

The paper focuses on the innovation management and the role of information in the process of innovation. The information management (gaining the information and its further analysis) is crucial when managing the innovation since the enterprises need to have qualitatively and quantitatively appropriate information about innovation for further decision making. The main aim of the paper is to confirm the importance of information in the management of innovation, with focus on information sources and the types of analyses performed by the innovating enterprises. By using selected mathematical and statistical methods, the results of a questionnaire survey focused on information sources and the types of information analyses within Slovak enterprises are analysed and described. The information as a part of innovation management in the enterprises is investigated to help the enterprises manage the innovation performance.

Key words: *innovation, information, innovation management, information analyses*

JEL Classification: O31, L26, M15

ADVANTAGES OF USING LMS IN TRAINING FOR AGRICULTURAL ADVISORS

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Abstract

Our research aims to examine the spread of e-learning applications for the further training of agricultural professionals, particularly in the human development of agro-technical administrative staff and experts. In addition to traditional forms of training, there was a need to establish a distance learning system (e-learning platform), which was an extensive multimedia-based solution for the staff of the Central Agricultural Office (CAO), working in different parts of the country and responsible for different areas. The e-learning (distance learning) pilot training of CAO professionals started at the end of 2009. This fact reinforced our intention to carry out our research among them. Our research started in 2011 when we administered a questionnaire among the advisors. We repeated this in 2015 and 2017. This article features a comparison of the results.

Key words: e-learning, agricultural advisors, Learning Management System

JEL Classification: C83, C88, I21

MULTIPLIER EFFECTS AND ECONOMIC IMPACT OF UNIVERSITY SPENDING – CASE STUDY OF SECTORAL AND SPATIAL ASPECTS OF EXPENDITURES OF SLOVAK UNIVERSITY OF AGRICULTURE IN NITRA

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Abstract

Many empirical studies focus on quantifying the side effects of universities' location in a local economy, arguing with the fact that today, universities are one of key players of the local economy since they create jobs, boost tax revenues and stimulate local economic entities through their spending. In this case study, we analyse direct, indirect and induced economic effects of the Slovak University of Agriculture in Nitra via its expenditures on goods and services provision on local and regional economy. We adopted a GIS-based approach to demonstrate the spatial aspects of university spending and its suppliers and regionalised input-output multipliers to estimate the multiplier effect of the university on the local economy, which allows for sectoral disaggregation of indirect and induced effects.

Key words: *university, input-output analysis, multiplier effects, regional multiplier*

JEL Classification: R15, R12, O15
