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**What Does “Leadership” Mean for Millennials from The Balkans?  
Formulating Archetypes Based on Inter-Relational Business, Political,  
and Generational Characteristics  
(Phase 1)**

Arthur Pantelides, Ph.D. American University in Bulgaria

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**Abstract**

The concept of leadership is of significant importance in all aspects of life. From taking charge of our personal leadership & development, something related to professional career and well-being, to direct interaction with workplace/business leadership which may, or may not, align with our personal values and ideas, we establish inter-relational frameworks within ourselves but which permeate thru to societal and generational cultures. To this relational dynamic we also must consider the *actual* political leadership of a society itself based on additional factors and variables. Thus, among internal self-frameworks & factors, organizational factors, and societal political factors, a trichotomous relationship is established, a relationship which can either be supportive, detractive, or somewhere in between with regards to democratic vs. authoritarian characteristics of leadership. Our research focuses on millennials in the Balkans and their ideas, specifically to what degree do personal, work-related, and national/political perspectives align with, reinforce, or weaken each other. The on-going multi-phase study began in 2018 with a survey of 238 young people and an attempt to generate specific hypotheses concerning levels of leadership. Based on analysis of the results, inter-relational factors were established so that basic archetype models could be constructed which offer insight. A central thematic conclusion is the identification of a discontinuity on how millennials in the region view national/political leadership with that of work-related leadership for organizations which they may find themselves in during their professional working careers.

**Keywords:** *Leadership, Organizational Leadership, Democratic vs. Authoritarian Leadership, Millennial Attitudes on Leadership*

**Relationship between Governance and Human Development in European Countries:  
Panel Regression Analysis**

Assoc. Prof. Dr. Eglantina Hysa, Lecturer in Economics Department, Epoka University,  
Tirana, Albania

PhD (c) Arjona Cela, Research Assistant in Economics Department, Epoka University,  
Tirana, Albania

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**Abstract**

This paper tests the relationship between governance and human development in EU-28, using panel data for 2000-2018 time interval. The literature suggests a direct link between human development and good governance. Thus, the study is interested to note if a good governance lead to better living standards or there exist an inverse direction relationship. This study considers all six proxies that define Good Governance: Voice and Accountability, Political Stability and Absence of Violence/Terrorism, Government Effectiveness, Regulatory Quality, Rule of Law, and Control of Corruption. The proxy of living standards is based on the values of Human Development Index, an index widely used, composited from life expectancy, education and per capita income indicators.

The main focus of the paper is to confirm two hypotheses. Firstly, it tries to examine whether the above-mentioned relationship is positive and secondly, whether the causality direction of these two variables is bi-directional. Therefore, the Granger Causality test is employed to find out the causality direction of these two main variables.

**Keywords:** Good Governance; Human Development; Granger Causality, EU.

**JEL classification:** H11, O15

**CRITERI DI SELEZIONE DEGLI ESPATRI PER INCARICHI INTERNAZIONALI**

Tatjana Ivanovic, PhD in HRM, Department of Human Resource Management, Faculty of Organizational Sciences, University of Belgrade, Serbia

Marijana Stancic, MSc in Italian Language and Literature, Faculty of Philology, University of Belgrade, Serbia

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**Abstract**

L'ambiente economico internazionale è cambiato molto nel corso degli ultimi anni che ha portato alle imprese multinazionali diverse sfide per la funzione di gestione delle risorse umane internazionali (l'IHRM). Le multinazionali stanno affrontando le difficoltà di inviare i dipendenti (espatri) a lavorare in una sussidiaria nel paese straniero. Gli espatri rappresentano un gruppo sensibile di dipendenti che affrontano molte sfide principalmente per quanto riguarda la relocation e l'adattamento al nuovo ambiente e alla cultura diversa. Siccome il fallimento di espatri succede molto spesso, l'IHRM deve trovare nuovi approcci nella gestione di questo gruppo di dipendenti. Lo staffing (reluctamento, selezione e assunzione dei manager espatri) è spesso visto come un'attività cruciale e una delle responsabilità più difficili dell'IHRM. Lo scopo di questa ricerca è comprendere e spiegare il ruolo dello staffing in un contesto internazionale e esaminare i fattori importanti per successo del manager espatrio. Le imprese multinazionali cercano di prendere decisioni di selezione basate esclusivamente sull'abilità tecnica – esperienza del manager, conoscenza del lavoro e competenze tecniche e manageriali. In questo modo aumentano il rischio del fallimento dell'incarico internazionale. Invece, numerosi studi hanno evidenziato che il successo del manager espatrio viene influenzato anche dagli altri fattori, tra cui le competenze interculturali e supporto dalla famiglia dell'espatrio. Diverse indagini empiriche hanno mostrato che i manager espatri di successo dovrebbero possedere la capacità di adattarsi facilmente al nuovo ambiente culturale - dovrebbero essere estroversi, pronti a fare conoscenza con la gente locale, flessibili, innovativi e creativi, capaci di mostrare comprensione e rispetto per le diverse norme e attitudini culturali. Visto che lo scopo del processo di selezione è aiutare a preparare i manager espatri insieme alle loro famiglie per lavorare e vivere in un nuovo ambiente culturale, è necessario includere la famiglia del manager nel processo di selezione e considerare i requisiti familiari come uno dei fattori cruciali per la scelta degli espatri. Tuttavia, le multinazionali dovrebbero adattare le sue procedure di selezione per trovare i candidati migliori per posizioni manageriali in sussidiarie straniere e per aumentare la possibilità di raggiungere il successo di un incarico internazionale.

**Keywords:** gestione delle risorse umani internazionali, staffing, selezione, riluctamento (ricerca), espatrio, multinazionale, incarico internazionale

### **Selected aspects of the Czech subsidy law**

Richard Bartes, assistant lecturer, Technical university of Ostrava,  
Ph.D. Candidate at the department of the financial law at the Masaryk University –  
Faculty of Law, Brno

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#### **Abstract**

The paper deals with the selected aspects of the Czech subsidy law as a subsystem of the Czech financial law. The paper analyses the system of the Czech subsidy law with regard to the conception of the Czech financial law; guarantees of legality in the Czech subsidy law; legal liability of subjects of subsidy legal relationships and possible sanctions for breach of subsidy conditions, respectively subsidy obligations. The economic, legal and sociological significance of the subsidy law is given by the fact, that the object of the subsidy law is the redistribution of public funds. Public funds are connected with the public sector, which is obliged to guarantee public goods in the public interest. Therefore, public funds are protected from wasting and misusing. Such a guarding of public funds including legal instruments having preventative or punitive nature. Since the subsidy law is a public-law subsystem, the crucial role holds the tax administration as a public authority, which could apply relevant sanctions. The aim of the paper is to analyse selected aspects of the Czech subsidy law and to present its oddness.

The research methods used in the paper are analysis and synthesis, description and comparative methods.

**Key words:** subsidy law; subsidy grantor; subsidy recipient

**JEL Classification:** K340, K34

**INVESTIGATION PROCEEDINGS IN THE LEGISLATION OF BOSNIA AND HERZEGOVINA,  
DE LEGE LATA, DE LEGE FERENDA**

Senad Tabaković, Mr. sc. Teaching assistant at the Faculty of Law Vitez,  
Bosnia and Herzegovina

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**Abstract**

Criminal legislation of Bosnia and Herzegovina since 1990. went through large changes as well as large number of reforms. Investigation proceedings in contrast to the previous one is now within the competence of the prosecution (prosecutor's office). The prosecutor represents dominus litis, who officiates management of the investigation. In addition to the prosecutor authorized official persons have a great role and responsibility that officiate investigative actions during the investigated procedure. Authorized officials must be especially trained and skilled in order to officiate the most complicated tasks which the prosecutor gives them. Criminal legislation of Bosnia and Herzegovina contains legal disadvantages pertaining to authorized officials, so in this way directly affect on bad conduct of the investigation as a result have a small number of condemning verdicts.

**Keywords:** investigation, the prosecution, prosecutor, authorized officials.

**Birth and fertility status in Bosnia and Herzegovina before and after the Civil War**

Rada Mandic, Ph.D. Candidate,  
Teacher Training College, University East Sarajevo

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**Abstract:**

Sembling for decades has been followed by the trend of under-birth, older fertile contingent, housed share of a woman born in the best fertile period (20-34 years) and all poetry studies in marriage. It is reliable to change the sum of fertility rates, urban aging of the population and the inability to restore the natural path. We need to investigate powerful people who have been led to negative demographic trends. The aim of the paper is to present, analyze and compare socio-demographic determinants such as education, downtime, engagement and other relevant factors ready to change the age of study in marriage, with the first time a magnificent family has discovered, it was useful for changes in fertility in Semberii. The collection of reference data was obtained by the use of an acne test on a verified sample of 1000 women during the fertile period, aged 15-49 years. To process the role of each research variant in fertility prediction intentions, we used a regression analysis method. You can use SPSS statistical programs to get and analyze the data obtained.



## **Law and Our Animal Other: Beauty or Beast?**

Flaminia Stârc-Meclejan, Senior Lecturer  
Faculty of Law, West University of Timisoara, Romania

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### **Abstract**

Hardly can one argue with the notion that law is the central instrument of progress and improvement of our social life. Take only the example of the regulation of animal welfare that proliferated in the last decades: “nothing” is now law-less in our environment, there is “no state of nature” devoid of law (Schuck, 2000).

Rarely is law uncontroversial, still. Consider the lobster: placing live lobsters in boiling water is now the subject of a reignited long and unresolved debate that is gaining international resonance: “Should it be (il)legal?” “Is it (not) all right?” What is black letter in one society is prohibited in another, and welfare laws are, altogether, unusual in the case of the crustacean.

The world is variously constituted, and there is much doubt about who (why) is the privileged, at some point in time (Rolston, 1997), and who is the “Other”. Since one cannot respect / correctly value what one does not to some degree correctly know (Rolston, 1997), we propose in this article a critical investigation of our reactions to Otherness, in its nonhuman, animal form, based on the example of the lobster. It seems that, in our hyper-civilized world, “Beauty and the Beast ” is a story that is still alive and informs the way we live (Griswold, 2004).

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### On the Horizon of Intertwining Moral Philosophy And Classical Music

Carmen Cozma, PhD Professor, Department of Philosophy, Faculty of Philosophy and Social-Political Sciences, „Alexandru Ioan Cuza” University of Iași, Romania

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#### Abstract

A particular and full of elevated significances for human beingness-in-becoming is the real-unreal 'territory' made by the intertwinement of philosophy and music. Paying close attention to the artistic creations in the ineffable language of the harmonious sounds, we reach to disclose a universe of living that conveys and, somehow, claims to be interpreted and understood, *inter alia*, in its ethical articulations. Listening to music means a unique experience of moral life, too. It continuously challenges and opens our minds and, no less, it determines our attitudes and actions, revealing paths of thinking about veritable values and healthy principles so needed for a meaningful human life; especially, in today's fast-moving world, with its excessive materialistic consumerism and the radical impact of information technology on our life. We focus on part of a priceless cultural thesaurus, aiming to meditate on the great offer of classical music. In a hermeneutic phenomenological approach, we bring to the fore our own philosophical concept: the „meloethics”. It is useful for an axiology based education – considering, for example, the Greek ideal of *kalokagathía* that enlightens about the human power to improve its condition by harmonizing physical, moral and spiritual virtues. “Meloethics” functions as a metaphor for better understanding the in-depth connection between philosophy and music. The concept is exposed in its dynamic hermeneutic potential leading towards a more nuanced comprehension of human beingness-in-becoming. Throughout a peculiar life experience, „meloethics” shows operational valences for an extensive space of the academic research and educational practice, from thematizations in philosophy of art and moral philosophy, to music history and theory, performance, pedagogy, etc. Arguments for a transdisciplinary view around the „meloethics” are emphasized by applying it to various contexts in the search for a meaningful life. To make the account more cogent, we invite to listen to a musical miniature composed by George Enescu, to reflect on it and to decipher how the auditory perception has been touched.

**Keywords:** moral philosophy, classical music, „meloethics”, George Enescu, hermeneutic phenomenology

### **Cultural and religious integration of Iraqi refugees in Slovakia**

Silvia Morávková, Ph.D. Candidate, Department of Social Work and Social Sciences, Faculty of Social Sciences and Health Care, Constantine the Philosopher University in Nitra

Martina Mojtoová, Department of Social Work and Social Sciences, Faculty of Social Sciences and Health Care, Constantine the Philosopher University in Nitra

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#### **Abstract**

**Background:** In Slovakia, the area of integration of foreigners - refugees is not sufficiently explored and researched. Our research problem is the basic specifics typical of Middle Eastern culture. The aim of our research is to describe the cultural and religious integration of Iraqi refugees in Slovakia from their point of view and to analyze significant differences between Arab and Slovak culture. Knowing the roots of Arab culture, and their cultural habits, is important in working with them, communicating with each other and achieving the highest possible degree of integration under our conditions.

**Methods:** The research has a qualitative design. The research uses a method of semi-structured interview with five Iraqi refugee families that have been integrating in Slovakia more than 3 years.

**Results:** The results of our research point to many cultural differences typical of life in Iraq. The findings are: different position of father and mother in the family, strong family belonging, perceiving differences in basic norms and values between countries, differences in religious habits, differentiation of positions and roles between the sexes in Iraq, different working habits. Comparisons in the perception of cultural and religious differences between countries by Iraqi refugees and experts who have contributed to their integration predominantly agree on the perception of these differences.

**Conclusion:** Iraqi refugees, despite the perceived differences between Slovak and Iraqi culture, do not feel that they are other in the position than the Slovaks, that they are significantly different from them or that they are discriminated against in Slovak society.

**Keywords:** Iraqi refugees, integration, Slovakia, culture, religion

**Car plants, cheap beer, underdogs. Preliminary Content Analysis of the Image of Slovakia in the British Press in 2010-2014**

Lenka Môcová, Ph.D. Candidate, Institute of Lifelong Learning/University of Žilina (Slovakia)

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**Abstract:**

The paper presents the problem of the media image of Slovakia in the British press. Special attention is paid to primary aspects of country image formation. Due to a strong correlation between the image of Slovakia and Eastern Europe, the paper also studies the common characteristics of the image of Eastern Europe and its reflection in popular culture. The experimental part of the paper contains a preliminary content analysis of articles related to Slovakia in 5 British dailies: The Guardian, Financial Times, Daily Star, Daily Mirror and The Daily Telegraph in 2010-2014. The final part of the paper aims to summarize general characteristics and highlights some peculiarities of the image of Slovakia in the given period.

**Keywords:** image of Slovakia, nation branding, Eastern Europe, foreign press.

**Museums as a vehicle of cultural diplomacy. An international perspective**

Maria Kontochristou, Assistant Professor,  
Hellenic Open University, Greece

Antonia Tzanavara , Adjunct Lecturer, Hellenic Open University & Head of Cultural  
Activities Department, Municipality of Korinthos, Greece

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**Abstract**

The paper offers an analysis across a range of case studies worldwide, in order to demonstrate the role of museums as cultural diplomats in a challenging multipolar and globalized world. In particular, it examines museum's contemporary role as an agent of soft power and a vehicle of cultural diplomacy, and argues that it can be a key player in creating synergies, which promote intercultural dialogue and increase mutual understanding. Drawing, mainly, on the examination of museums' exhibition policies, the paper concludes that museums can form a zone of tolerance and respect among peoples, alongside any effort of national promotion and cosmopolitan appeal.

## Le lingue e il fenomeno della globalizzazione

Natalina Hoti, Ph.D. Università Cattolica  
"Nostra Signora del Buon Consiglio", Albania

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### Abstract

Più che mai oggi si può parlare di un mondo globalizzato, di una comunicazione globale e globalizzata, persino di una *comunicazione-produzione* globalizzata. La globalizzazione non investe solo il campo economico, scientifico, bensì si allarga a tutti i campi del sapere, della produzione, dello scambio. La globalizzazione è frutto anche dei flussi migratori intensi e continui. La migrazione porta imprescindibilmente a incontrare nuove realtà, nuove società, culture, lingue, identità e, perciò porta alla discussione e alla riflessione sulla propria cultura, lingue, identità.

Nel clima generale della globalizzazione che caratterizza ogni settore si vuole sottolineare la preziosità delle lingue nazionali, considerate come meno importanti di fronte all'ipercentralità e il dominio della lingua inglese.

Nella comunicazione globale ogni realtà viene paragonata ad un'altra in termini di superiorità. Non si può definire una cultura superiore ad un'altra, tantomeno una lingua superiore ad un'altra. La globalizzazione linguistica sta portando all'annullamento delle differenze culturali e linguistiche. Si può parlare solo di culture e lingue differenti. La sfida della formazione delle nuove generazioni sta proprio nell'educazione al rispetto della differenza della cultura e lingua dell'altro semplicemente perché altro.

**Parole chiavi:** lingua, globalizzazione, cultura, comunicazione, educazione.

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### Demand for creative events in Slovakia

Zuzana Palenčíková, Constantine the Philosopher University in Nitra, Faculty of Central European Studies, Department of Tourism

Ľudmila Mazúchová, Constantine the Philosopher University in Nitra, Faculty of Central European Studies, Department of Tourism

Zuzana Sándorová, Constantine the Philosopher University in Nitra, Faculty of Central European Studies, Department of Tourism

Gabriela Nedelová, Matej Bel University in Banská Bystrica, Faculty of Economics, Department of Quantitative Methods and Information Systems

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#### Abstract

Creative tourism can contribute to the preservation of traditions and cultural heritage in rural destinations for future generations; however, its form depends on the type, preferences and expectations of the visitors attracted. The potential of Slovakia for developing creative tourism is high due to the rich cultural heritage, history and the spectacular natural conditions, as well as thanks to the wide variety of vivid, preserved folklore and folk crafts in traditional rural regions. In addition, cultural events thematically linked with the folk culture of traditional regions are also very popular and provide many opportunities for the visitors to be involved in creative experiences. The creative potential of cultural events defined by Richards (2010) lies in visitors' active involvement in creative activities and in the cooperation with the locals, leading the visitors to create traditional objects or to learn new skills. Therefore, the creative power of cultural events is being increasingly recognized as a verified practice of attracting visitors who are consciously looking for participative experiences.

The present study examines the transformation of domestic visitors' interest in creative cultural events in terms of their preferences and motivation. In order to identify the changes in the demand for creative tourism the data collected in 2017 and 2019 were compared. The sample of the online questionnaire survey carried out in 2017 comprised 404 respondents, whereas the data from 2019 were collected through a six-month-long on-site survey of 719 visitors in rural areas of Slovakia with traditional cultural sites and living folklore. The comparison of the findings of the two surveys showed an increased interest in the participative forms of creative events, i.e., events with the possibility of active participation. The biggest changes in visitors' preferences could be traced in case of the creative events with presentations such as lessons of folk arts and crafts (e.g., folk dance schools, *fujara* lessons, etc.), traditional fair of folk crafts, presentations of wood-carving, ethnographic exhibitions, exhibitions of visual arts and photography (+13,2 %), as well as food festivals with cooking shows and courses (+4,5 %). The most significant motives of domestic visitors include the desire for extraordinary experiences during the holiday (+4,7 %), relax (+ 2,8 %) and the desire to learn something new or to try out new things (+2,7 %). The comparison of the results demonstrates a gradual shift from the passive to the active forms of intangible experiences within creative events. The transformation processes in domestic visitors' motivation and preferences indicate a new trend in tourism demand in Slovakia: the emergence of creative tourists. This also means the transformation potential for supply side that lies in interrelating wide range of local artisans and craftsmen with local tourism stakeholders in the same place and providing new business opportunities for rural regions.

**Key words:** creative tourism, events, demand, Slovakia

**Principles of Catholic Social Teaching of Community L'Arche**Darina Obušeková, Researcher

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**Abstract:**

The aim of L'Arche is to create communities, which welcome people with an intellectual disability. By this means, L'Arche seeks to respond to the distress of those who are too often rejected, and to give them a valid place in society. Community was founded on basic of humanity, by fact, that every human people is born with their primal innocence and human dignity, with common human nature like man and woman, with human lows. Community is the place of peace. The fundamental principle of peace is a belief that each person is important. All of people around the world make one society with relationships, one world, when everyone needs everyone, nobody isn't independent and self - sufficient. This essay introduce how the community L'Arche realises the principles of Catholic Social Teaching –*human dignity, solidarity, subsidiarity and common good*, and why are they called instruments of peace.



**Comparison of transition from early childhood education and care to primary school between China and OECD countries in light of Starting Strong V**

Shujing Cui, Ph.D. Candidate, Institute for Research and Development in Education, Faculty of Education, Charles University in Prague

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**Abstract**

Transition from early childhood education and care to primary school is gaining rising political attention internationally in recent years, especially in OECD countries and in China. This article compares the political strategies, practices between China and OECD countries in light of indicators advanced in Starting Strong V. Meanwhile, common trends and challenges are identified both in China and across OECD countries. Specific trends across OECD countries are also shown and implications for policies on facilitating transitions in China are discussed.

**Keywords:** early childhood education and care, transition to primary school, primary school

### **The Usage of “Peer-Reviewing” Strategy for Secondary School Students as Means of Enhancing Writing Skills**

Kheiriya Delovarova, PhD student of Suleyman Demirel University,  
Almaty, Kazakhstan

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#### **Abstract**

Writing process is considered as a challenge both for students and for teachers, as students find it difficult to learn writing and acquire writing skills while teachers suffer from obstacles in teaching writing and, what is more important, writing assessment. The research reported in the article took place among students and teachers of one of the school-gymnasiums in Almaty city, Kazakhstan where schoolchildren showed a low level of academic performance in writing skills and lack of interest and enthusiasm when performing written assignments in English. The action research was used as a design of the study, as it was planned to implement “peer-reviewing” strategy into the writing classes, which stands for an effective tool to establish and develop students’ writing ability with the help of collaboration among students. This was expected to be a suitable way to solve several problems, detected in this school. The results of the experiment confirmed the effectiveness of the “peer-reviewing” strategy, which is reflected in the positive dynamics in the development of writing skills, in simplifying the process of completing written assignments and in a noticeable higher interest of students in the process of writing.

**Key Words:** writing skills, writing strategies, peer-reviewing, collaboration, self-assessment

**English language teaching in China : the Gaokao English Exam reform**

XIAOQIAN DI, Ph.D. Candidate, The Faculty of Education,  
Charles University in Prague

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**Abstract**

In response to an escalating demand for English proficiency brought about by the rapid economic, social, and cultural development in China, there has been a massive drive to expand and improve English language teaching (ELT) since the mid-1980s. Since the 1980s, China has represented one of the major growth areas in the world for English language education, and studying English has been a priority among its foreign language educational policies. As English has gained more popularity in China, some have noted the potential value of English as a means to greater educational access and social mobility. Despite the influence of communicative language teaching and other language teaching approaches from outside the country, ELT in China has retained some of its essentially “Chinese characteristics”. As for the future of ELT in the PRC, given the growing importance of English and the enormous energy and enthusiasm in the PRC for learning the language in both the formal and informal contexts, ELT will continue to flourish. After all, for many individuals and for the country itself, English is a bridge to the world.

China's modernization began with foreign language learning. Therefore, it can be said that the attitude of foreign languages has always been a harbinger of China's internationalization. The decision did not show confidence, but revealed a certain degree of cultural indulgence. The college entrance examination may still be the most important indicator of college admission, but it does not emphasize English, rather than seizing the opportunity to make it less based on exams, more emphasis on practical proficiency, and will reduce the hard work of schools and students in learning English.

**Key words:** English language teaching (ELT), Gaokao English Exam reform, the Gaokao in China, Communicative language teaching (CLT)

**School Dropout among Roma Children in Romania. Education and Culture in Traditional Communities**

Delia Pop-Flanja, Babeş-Bolyai University, Faculty of European Studies, Department of European Studies and Governance

Laura M. Herta, PhD, Babeş-Bolyai University, Faculty of European Studies, Department of International Relations and German Studies

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**Abstract**

The decrease in early school dropout rates is one of the aspects that is tackled at a European level and the goal set by the European Union is for the share of early leavers from education not to be higher than 10%. To what extent member states will be able to achieve this goal by 2020 is yet to be seen, but, in this context, the purpose of this paper is to analyse the situation of early school dropout in Romania, in the case of the Roma minority. The main goals of the presentation focus on the causes of school dropout, some of the measures taken by the Romanian state in order to address these problems, and the role of Roma school mediators in influencing school practices, in conflict resolution and in forming a liaison between the local authorities and the traditional Roma communities. The presentation rests upon a qualitative methodology and the pivotal research question revolves around the interplay between poverty and cultural values that determines school dropout among Roma children in Romania.

**Key words:** education, school dropout, traditional Roma communities, cultural values.

**The Effect of Discussion part of peer instruction on students responses**

Serkan Kaymak, Ph.D. Candidate, senior lecturer at Suleyman Demirel University,  
Kaskelen, Kazakhstan

Abdullah Almas, Ph.D. Candidate, senior lecturer at Suleyman Demirel University,  
Kaskelen, Kazakhstan

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**Abstract**

The purpose of the study is to show how the discussion part of peer instruction changes students' answers during the class. Peer instruction is an active learning method developed by Eric Mazur (1997). Peer instruction can be defined as a method in which students are actively interested in the education process by discussing within a peer group and helping each other within the group. The discussion part is important for this method because students transpose their knowledge and they provide interaction at this part of peer instruction. The implementation carried out during the class, and it was seen that the correct answers of the students increased after the discussion like the previous studies. This study covered the answers of 20 students to 5 questions about trigonometry in a mathematics lesson. The present study indicates that the discussion section is an important part of peer instruction and it affects the students' responses positively.

**Keywords:** Peer instruction, peer group, active learning method, discussion.

**The reasons for the opposition to the implementation of technological innovations in schools: The case of Arab Schools in Israel**

Amneh Sayed Ahmad, Ph.D. Candidate, Management Faculty, West University of Timisoara, Israel

Kawther Younes Hamad, Ph.D. Candidate, Management Faculty, West University of Timisoara, Israel

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**Abstract**

This study examines the inclination of some teachers to object the implementation of technological innovation in schools and how this objection affects the teaching processes and the pupils' achievements? Further the study examines how can a teacher involve parents in the teaching processes in order to improve pupils' achievements? More specifically, the study explores how the implementation of innovations affects the role of the teacher? How the teacher can involve parents in the teaching process (parental involvement in the processes of implementation of innovation in schools). The study also examines the processes of implementation of innovation in schools and how teachers cope with the implementation of innovation, and the reasons for their objection to implement technological innovation.

**Keywords:** Opposition, Implementation, Technological Innovation, Teaching process.

### **A Literary Text in English Language Classroom: Imagination and Diversity in Teaching a Detective Novel for Children**

Diana Zidova, Ph.D. Assistant professor, Constantine the Philosopher University in Nitra,  
Faculty of Pedagogy, Department of Language Pedagogy and Intercultural  
Communication, Nitra, Slovakia

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#### **Abstract**

A literary text has an irreplaceable role in teaching foreign languages. Nevertheless, its use for didactic purposes often leads teachers just to train selected grammatical features of English language. This language-oriented teaching is not very stimulating for the pupils who should link books with discovery of adventure and miracles. Because literature is not always definite, it requires reading between the lines and, last but not least, a great deal of self-reflection and creativity. Understanding the primary meaning of the text and its comprehension is the first essential step, on the other hand, it is also important to understand the secondary meaning and its artistic point of view. The role of literature is not only to use the language to understand information that is transmitted through the words, but first and foremost to strengthen imagination, creativity and experience intercultural diversity. In this article, the author aims to present the possibilities of using a literary text in foreign language classroom for teachers. Teaching activities based on a detective novel for children *The Curious Incident of the Dog in the Night-Time* (2003) written by Mark Haddon will demonstrate how to build upon their creativity and imagination.

**Key words:** teaching, interpretation, English literature, detective fiction, imagination

## **Socioeconomic Status and School Success Among Slovenian Youth: A Comparison of the Effects of SES Indicators in Primary and Secondary School**

Maja Krajnc, Secondary School of Electrical Engineering  
and Computer Science, Maribor

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### **Abstract**

Previous studies have consistently shown that family and parental socioeconomic status (SES) impact youth's academic achievement. Although the majority of previous investigations examining the link between SES and school success have compared the impact of various measures of SES, the majority of studies to date nevertheless focused on a limited number of SES indicators. In addition, determinants of academic achievement at different levels of educational hierarchy have been rarely simultaneously studied. In our study we examined whether and how six SES indicators impact academic achievement among Slovenian youth in primary and secondary school, controlling for relevant sociodemographic variables. We used a representative sample of the Slovenian youth (*Mladina 2010* data). Consistent with previous studies, our multivariate analyses indicated that academic success in primary school is statistically significantly impacted by four out of six SES indicators, all of them in expected positive direction. Furthermore, SES indicators explained 12.9% of additional variance in primary school success when sociodemographic variables were controlled for. Mothers' education proved to be the strongest predictor of adolescents' primary school success. On the other hand, SES inequalities in secondary school success were much less pronounced, with SES measures explaining only 1.6% of additional variance, but with no SES indicator reaching the level of statistical significance. The results of our study indicate a need to include and compare various SES measures when examining their impact on adolescent academic achievement, and to take into account different levels of educational hierarchy, as socioeconomic inequalities at different educational levels may be dissimilar. We conclude the present study with implications of our results, and by providing suggestions that may prove useful when forming educational policies in Slovenia and across Europe.

**Keywords:** academic achievement, socioeconomic status, young people, Slovenia.



**Teaching of sacred music in the Priest Seminary of Bishop Ján Vojtaššák in Spišská Kapitula, Spišské Podhradie in Slovakia**

prof. PhDr. ThDr. Amantius Akimjak, PhD. Catholic University in Ružomberok,  
Faculty of Theology, Institute of Theology, Institute of Sacral Art, Spišská Kapitula,  
Spišské Podhradie, Slovakia

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**Abstract**

Education in the field of sacred music in Spišská Kapitula in Spišské Podhradie in Slovakia started 200 years ago, the paper describes the beginnings of this education, its greatest expansion as well as the violent termination of this education by the totalitarian regime. After the fall of the Iron Curtain in Europe, education in sacred music has resumed and is now continuing according to the pattern set out 200 years ago. Sacred music was taught to the applicants so that graduates could teach in elementary schools according to the reform introduced by Maria Theresa in the Austro-Hungarian Empire. Currently, under ISCED education, graduates of this study can teach music and sacred music at elementary schools at elementary art schools and at the same time hold the post of organist, cantor and “regenschori” in Slovak temples and Church choirs.

**Keywords:** Music, Sacred music, Teacher, Kantor, Education.

**Cultural Univores, Omnivores or Neither? A Latent Class Analysis of Sociodemographic, Economic and Educational Determinants of Cultural Participation Profiles Among Slovenian Youth**

Andrej Kirbiš, University of Maribor, Faculty of Arts, Department of Sociology  
Marina Tavčar Krajnc, University of Maribor, Faculty of Arts, Department of Sociology  
Monika Lamot, University of Maribor, Faculty of Arts, Department of Sociology  
Boris Vezjak, University of Maribor, Faculty of Arts, Department of Philosophy  
Sara Tement, University of Maribor, Faculty of Arts, Department of Psychology

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**Abstract**

While earlier research in mostly Western countries has shown that socioeconomic elites prefer “high-brow” cultural activities (are cultural “univores”), more recent studies indicate they engage in a wide range of cultural activities (are culturally “omnivorous”). There is a lack of studies on cultural profiles and their correlates among youth, especially in post-communist countries, typically characterized by comparatively higher economic and social egalitarianism. The main aim of our study was to examine cultural participation profiles and their sociodemographic, economic and educational determinants among Slovenian youth. We used a subsample of 16–34-year-olds (N = 6,470) within a nationally representative sample of Slovenians aged 16 and above from EU SILC data (SURS, 2015). A latent class analysis included 23 activities across four dimensions: visiting cultural sites, attending high-brow events, attending popular events and performing creative activities. In contrast to previous studies, only two cultural classes emerged. The largest class were “popular univores”, which represented 69% of our sample. They attended sports events, concerts and cinema, but were otherwise culturally disengaged. The members of the second class (31%) engaged in a variety of high-brow and popular activities, yet were not “typical” omnivores; instead, (owing to their low attendance at opera, ballet, dance performances and low levels of creative activity) they were more similar to a previously detected group: the “quasi-omnivores”. We also found that “quasi-omnivores” were more likely to be women, younger youth, to have higher incomes and to be more educated. Our findings indicate the importance of social determinants of cultural participation profiles; yet, we found no evidence of the existence of “typical” omnivores among Slovenian youth.

**Keywords:** cultural capital; cultural participation; cultural profiles; social reproduction; Pierre Bourdieu.

## AUDIT OF SUSTAINABILITY REPORT

Anita Reizinger-Ducsai, Ph.d., Corvinus University of Budapest

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### Abstract

A concomitant of the corporate integration of sustainable development is that companies even make public reports about their relevant activity via communication channels, as they expect to see some short or long-term competitive advantages. This thesis focuses on the content and the audit of sustainability reports. Assessing the information content of these reports and trying to figure out if the producers of these reports can actually be considered socially responsible. The thesis has a look at/ gets a nearer view of the quality of the audit, based on the stakeholders' preferences.

The basis of the dissertation was the sustainability and corporate governance reports of the companies listed on the Budapest Stock Exchange. The research has led to prove that the audit of sustainability reports has an increasing relevance among the stakeholders, even though its audit cannot lead to reasonable certainty on the account of the complexity of the used data and the subjectivity of the opinions. Having analysed the sustainability reports published in Hungary, as a conclusion the audit of sustainability reports create value. It creates value, since reliable and authentic data are more likely to be integrated in corporate decisions. No sustainability results can be achieved without a reliable reporting system, which also has a multiplier effect. The external stakeholders, including primarily investors and analysis experts can rise to a higher level of trust and make better decisions in line with the company, in so far as they can have access to an audited sustainability report, along with the audited financial statement.

**Keywords:** CSR, accounting, auditing, GRI, sustainability reports

**Fiscal Policy Effectiveness in the Euro Area: A VAR Analysis**Antonio Ribba, University of Modena and Reggio Emilia, Italy

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**Abstract**

We aim to characterize the dynamic effects of government spending shocks in the Euro Area. We build government expenditures at the aggregate Euro-area level and, by using a structural VAR, study the responses of prices and output to an increase in government consumption and investment. We find that the fiscal multiplier has the expected, positive sign and, moreover, its value is around one. In the light of the ongoing discussion on the possible evolution of the Economic and Monetary Union towards a Fiscal Union, our results support the thesis that a centralized budget, and a related fiscal policy conducted at the Euro-area level, may be another useful tool besides monetary policy for macroeconomic stabilization.

**ECONOMIES OF SCALE IN HEALTHCARE - ESTABLISHING POLICY-RELEVANT AND EMPIRICALLY JUSTIFIED VOLUME THRESHOLDS ON THE EXAMPLE OF OBSTETRIC DEPARTMENTS IN POLAND**

Adam Michał Czerwiński, Ph.D. Candidate, University of Warsaw, Faculty of Economic Sciences, Warsaw, Poland

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**Abstract**

Numerous studies have been conducted on the relationship between volume and quality in healthcare. A general conclusion of these studies is that high volume is associated with better outcomes and efficiency. Consequently, volume standards have been widely incorporated into policies in various settings. However, rarely do standards chosen by decision-makers rely solely on empirical findings. Specific threshold values remain a normative decision, since factors such as equitable access or population density have to be accounted for. In other words, it is not enough for the threshold to be empirically justified, it also has to be policy-relevant, i.e. its implementation has to be feasible and not compromise certain goals of the health system in the name of quality improvement.

Similar, normative approach was used in the Polish Health Needs Maps (HNM), where a minimum standard for a yearly number of deliveries was proposed (400). However, the choice of the threshold value was not empirically justified. This study proposes a methodological framework for establishing empirically justified and policy-relevant volume thresholds and applies this framework to verify the HNM conclusions.

The National Health Fund data was used to assess the association between obstetric volume and three quality indicators: blood transfusions, caesarean sections, and a composite measure. Logistic regression results indicate that larger obstetric departments in Poland benefit from the economies of scale as, on average, they are characterised by significantly better outcomes and efficiency than low-volume units. It can be concluded that implementing obstetric volume standards is justified in Poland.

Volume thresholds were established with the use of the Youden Index, McFadden and two novel methods based on observed to expected ratios (OE). Threshold derivation returned highly discrepant values, out of which the OE result (450 deliveries) was selected as the most valid from the empirical and policy standpoints. Polish decision-makers should consider switching from the 400 deliveries threshold to 450. New methods of threshold identification show promise for identifying volume thresholds, which are empirically justified and policy-relevant.

**Keywords:** economies of scale, obstetric volume, volume standards, volume thresholds, blood transfusion, caesarean section

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## Reflections of Sustainable Design Principles into Hospital Interiors; Investigation of Boulder Community Foothills Hospital and VKV American Hospital in the Green Hospital Context

Simay Özkan, Research Assistant at Atilim University  
Begüm Gökdağ, Hacettepe University Master of Fine Arts Graduate 2019

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### Abstract

Increasing environmental problems due to overpopulation, and the negative impacts of these problems on living creatures have brought sustainability forward. Nowadays, when energy consumption is intensified, the exhaustion of fossil fuels which are used as resources has encouraged developing countries to use renewable energy sources. Especially in buildings such as hospitals, energy consumption, and waste management have been given significance.

Hospitals are not only those that heal patients with disease, but also those used by staff, attendants and medical students, and are intended to protect their current health. As hospital buildings are associated with hygiene and health, these structures must meet those expectations.

Hospitals are institutions that reinforce their energy consumption by having high amounts of energy and continuous waste production. Because of the fact that hospital buildings provide service for 7 days and 24 hours, they consume a large amount of energy and produce both chemical and domestic waste. It is known that this situation harms the environment much more than expected. In addition to energy consumption, there are chemicals that adversely affect human health in unsustainable structures. These chemicals are found in interior materials and furnitures as well as in construction materials. The presence of such harmful chemicals in hospitals contrasts with the aims of such structures which aim to provide health services. Those problems had created the need for “green hospitals” which are taking advantage of renewable energy sources, using environmentally friendly construction materials, planning waste management and providing green environments.

Green hospital design includes the use of daylight, proper artificial lighting, vernacular architecture forms and materials, natural and non-toxic materials, good indoor air quality and ergonomics. These structures made with an environmentalist approach contribute to the good management of energy consumption, while reducing the stress on the patients with the elements such as air conditioning and lighting- which has an effect on healing patients. At the same time, depending on the innovative design concept by the green hospital design, hospital staff and visitors feels more comfortable inside the structure.

The aim of this study is to describe the green hospital concepts and investigate the effects of green hospital elements into interior space. Acquired information is going to be used in case studies such as; USA/Colorado’s first Leed certified hospital called Boulder Community Foothills Hospital and VKV American Hospital which had gained importance with the leadership of green hospital building structure in Turkey. Examples are going to be compared due to green building systems and their reflection to interior space.

**Keywords:** Green Hospital, Sustainable Hospital Design, Green Building Material, Boulder Community Foothills Hospital, VKV American Hospital

**Content analysis: Waste Management Strategy in the Republic of Serbia for the period 2010-2019**

Vera Arezina, Ph.D, Assistant Professor, Faculty of Political Sciences University of Belgrade

Mirjana Sklabinski, master's student, Faculty of Political Sciences University of Belgrade

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**Abstract**

The paper describes content analysis, as a research method, which has been used in social and political sciences to organize and define meaning from the data collected. For quantitative or qualitative content analysis procedures are specified.

This paper will present a qualitative content analysis of the Waste Management Strategy in the Republic of Serbia for the period 2010-2019 and the impact of this document on the waste management system.

Preparing for accession to the European Union implies that new regulations has to be adopted for countries that have signed the Stabilization and Association Agreement, such as the Republic of Serbia. However, new regulations are often adopted without analyzing their impact on society, and when they come into force, there may be a negative impact on certain groups.

The paper will outline the administration's relationship to strategic documents, their preparation and implementation, the need for prior analysis and research.

**Key words:** *content analysis, methodology of political sciences, research, waste, waste management system*

**Business Models for the Circular Economy- Case of Albania**

Brunilda Kosta, Faculty of Economics, University of Tirana

Fatmir Memaj, Faculty of Economics, University of Tirana

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**Abstract**

The concept of circular economy is a new model of economic development which aims at promoting economic growth and creates new jobs. To move up from a linear economy to a circular economy, fundamental changes in terms of innovation processes are rudimentary. This article endeavors to give a general overview of the status quo of circular economy in Albania and recent developments vis-a-vis private sector advancement toward a circular business model. The literature argue that companies face several challenges during the integration of circular economy in their business model. To display how a circular business model works in Albania, a case study is developed. The analysis shows that the integration of circular business model gives space for idea generation and enables to reshape the old mind-sets. This leads to a gradual integration of circular economy principles into the business activity and gives tangible example on how to use it.



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**THE FOURTH INDUSTRIAL REVOLUTION AND GENERATED SYSTEM CHALLENGES -  
Marginalia on economic, legal and economic issues**

Academician Miodrag N. Simović, Judge of the Constitutional Court of Bosnia and Herzegovina, Full Professor of the Faculty of Law of the University of Banja Luka

Prof. Dr Spasoje Tuševljak, Full Professor, Faculty of Economics, University of East Sarajevo

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**Abstract**

Why does each revolution surprises all the „wide world“, except ideologists and creators, accompanied with disbelief, confusion and ignorance of expectations and risks? Cognitively, functionally, in a beneficiary way, in all respects and possible and impossible context and statement, actors in a variety of ways understand, use benefits and protect themselves from unfavorable outcomes that can potentially generate such (revolutionary) changes.

The fourth industrial revolution in a highly complex and multifunctional way combines and changes the cognitive and functional domains in various areas and fields that will legally generate essential changes not only in technological, social, economic and legal performances, but also serious implications for the natural environment and social upgrade as a whole. Essentially, generating of revolutionary changes and innovations is, as a rule, closely linked to curiosity, talent and knowledge, all aiming to maximize the targeted performances of employment, production and incomes - earnings by reducing employment and "decreasing" costs, with growth of productivity and competitiveness that enables offerers to increase incomes and results while reduction of sales prices.

Innovations generated by the Fourth industrial revolution, bring business and yield-financial benefits to all involved parties, but also produce numerous complications and unwanted effects on a global, as well as individual level. The development of technology induced by this industrial revolution leads to a worrying decrease in employment in traditional sectors and branches, given that generated jobs in new areas are not close to compensating for the decrease in employment caused by innovations and the application of new technologies.

In addition to the addressed challenges, special attention should be paid to sociological, psychological, cultural and, above all, legal and institutional aspects of the Fourth Industrial revolution if the level of effective and efficient change management in new, substantive and systemically changed circumstances is to be achieved. These circumstances specifically address the issue of inevitability of sophisticated postulation of new legal institutes and propositions in order to avoid the risks of potentially endangering of natural and legal order due to egoistic aspirations and the goals of strategists and creators of technological changes.

**Key words:** industrial revolution, economy, law, employment, result, regulation.

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**Better than we should? General remarks on over-implementation of MDR rules on the example of Poland**

Bartosz Kubista, Ph.D. Candidate, University of Silesia, Poland

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**Abstract**

The article and presentation discuss the problem of implementation of COUNCIL DIRECTIVE (EU) 2018/822 of 25 May 2018 amending Directive 2011/16/EU as regards mandatory automatic exchange of information in the field of taxation in relation to reportable cross-border arrangements into the Polish legal order.

Under the Polish regulations, taxpayers remain obliged to report not only the cross-border arrangements (as it is required by the Directive), but the domestic arrangements as well. As a result, under the guise of implementation of EU regulations, the Polish legislator imposed on taxpayers' additional obligations that the Directive does not provide for.

Since Polish regulations fulfill the purpose of the said Directive, there are no obvious possibilities to question the correctness of implementation of the Directive into the Polish legal order.

Nevertheless, the question arises here whether the Polish legislator has not over-implemented the Directive.

It is possible and legal for a member state to adopt regulations that impose additional obligations for its citizens, that are not required by the European law? Can such provisions be considered constitutional? Can they be reconciled with the directive of the Community interpretation?

In the author's opinion, although there are no grounds to question the legality of Polish regulations in the field of MDR, the Polish example indicates the need to regulate the principles of burdening the citizens of the member states with obligations far exceeding the requirements specified in the objective of EU directives. Ensuring harmonization of regulations in member states should not be used as a justification for the implementation of regulations which are not provided for by European regulations.

The article and presentation address the indicated problem, indicating how to implement the MDR regulation in Poland and assessing such a course of action.

**Key words:** mandatory disclosure rules, implementation of EU directives, international tax law, cross-border arrangements, over-implementation

**MANAGING INTELLECTUAL CAPITAL OF ENTERPRISES IN A CONTEMPORARY ENVIRONMENT**

Dragoljub Simonović, CEO, Apejron, Belgrade, Serbia

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**Abstract**

The first part of the article discusses the basics of business decision-making in family firms; the second part summarizes the findings of studies on family firms relating to performance measurement. Thereafter, a case study of a family firm in Serbia is presented, with a special accent on the evaluation of financial performances. The article concludes with certain suggestions for future research.

**Keywords:** family business, managerial decision, business performance, measuring

**CASE STUDY: ANALYSIS OF ASSETS, FINANCIAL AND YIELD POSITION OF A SERBIAN ENTERPRISE IN THE SPORTS AND FASHION FIELD**

Snežana Knežević, Associate professor, Faculty of organizational sciences, University of Belgrade, Serbia

Marija Miložičić, MSc, AML Officer, Belgrade, Serbia

Veljko Dmitrović, Assistant professor, Faculty of organizational sciences, University of Belgrade, Serbia

Bosiljka Srebro, MSc, PhD student, Faculty of organizational sciences, University of Belgrade, Serbia

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**Abstract**

The study was conducted in the form of a case study of a domestic business entity (the Republic of Serbia), whose main activity is trade in sports and fashion products. Financial analysis was performed using financial statements collected from publicly available databases (Balance Sheet and Income Statement 2016-2018) as the basic information basis for reaching the final conclusion. The financial analysis included the analysis of three segments of financial analysis, which are complementary, namely the analysis of the profitability, assets and financial position of the company.

Basic synthetic and analytical methods have been applied in terms of the collection, selection and analysis of financial information and data. The empirical data are presented in the form of tables with the aim of helping to reveal the characteristic tendencies and specificities of the analyzed issue.

**Key words:** analysis, company, financial statements, financial indicators, yield position, assets position

**ACCOUNTING INFORMATION SYSTEM FOR MEASURING PERFORMANCE OF THE ORGANIZATIONS IN THE PUBLIC AND PRIVATE SECTOR**

Vesna Miladinovic, PhD, Professor of Professional Studies, Belgrade Business Academy for Applied Studies in Belgrade, Belgrade, Serbia

Katarina Lazovic

Slavica Đurić Dakić, PhD student

Margareta Mitić, sales manager, VipMobile, Belgrade, Serbia

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**Abstract**

The aim of this research is to point out the differences between accounting information systems in the field of performance measurement of public and private sector organizations. The basis of the study is researching: relevant accounting regulations and domestic and foreign relevant professional literature. In addition, a comparative method was applied: a comparison of the development of accounting information systems for the public and private sectors was made and the specifics of performance measurement were pointed out.

**Keywords:** organizations, accounting, information systems, performance, measurement

**THE FUTURE OF THE ACCOUNTING PROFESSION IN THE DIGITALIZATION ERA**

Lenche Papazovska, MA, Chairperson of the Executive Board,  
Association of Accountants of the Republic of Macedonia,  
Senior consultant Educational Center "Motiva" Skopje

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**Abstract**

The development of the information and communication technologies and the general digitization of the information eliminates the existing opinions and ideas of space and time, this information make the accountants slowly but surely to approach these global trends of the digital transition.

The progress in technology is considered to replace the operational part of the work of the accounting staff through automation of the business and the accounting processes, where the entry and processing of the accounting information and data using electronic integrated accounting systems, schemes and orders in advance will defined and automated.

It becomes a reality that, in times of digitization and the development of information technologies, the number of accountants dealing with mechanical inputs and recording of the business and the accounting processes is lowering, and more and more accountants manage the business processes, participate in defining these processes, perform financial reports independently and perform analyses of the information in these reports. The following questions are often asked, whether the accountants are trained enough for the digital transition, whether they have the necessary digital skills and whether they are prepared to meet the requirements of integrated accounting systems, the preparation of digital documents and frequent demands for an integration. Working paperless certainly becomes our reality and it is a matter of time whether and to which degree we are ready for such kind of step.

The automation and the digitization in accounting would mean replacing paper form of documents, including the digital signature and seal that should have exactly the same validity as in paper form. The following important issue is the international acceptance of digital documents which is necessary for implementation of the international regulations and the international standards. Provision of the confidentiality of the digital documents is of particular importance, the inability of changing the content of these documents groundlessly, gaining confidence, but also the right to access to the keeping period of the e-documents.

**Key words:** digitalization, integrated accounting systems, business processes, digital documents.

**How do economic openness and R&D investment affect economic growth?  
Panel data regression for 28 EU countries**

Fatbardha Morina, Ph.D. Candidate, Research Assistant, Department of Banking and Finance, Epoka University

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**Abstract**

Research and Development (R&D) is considered widely as a foster of economic growth and as a crucial investment to sustain long-run development. Countries invest in R&D that develop new technological products that create competitive advantages in the market and as a consequence of it is innovation. Economic openness provides the possibility that new technologies can move to neighbors' countries. In this way, the paper aim is to investigate the relationship between R&D, economic openness and per capita economic growth using data for 27 EU countries over the period 2000-2018. Also, government expenditure, investment, health expenditure are included in the model.

**Keywords:** R&D, trade openness, economic growth, EU

## MODERN APPROACHES AND METHODS IN TEACHING GERMAN LANGUAGE

Travica Jovan, MSc

Singidunum University, Faculty of Business in Belgrade, 32 Danijelova Street, Belgrade, Serbia

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### **Abstract**

In higher education, teaching approaches are becoming more student-centred, which requires different teaching competencies. Adequate knowledge and understanding of the contemporary approach to teaching the German language provides adequate knowledge in which situation and when certain methods can be used to maximize the effects on learning outcomes. The main aim of this paper is to focus on the analysis of the application of teaching methods in the contemporary environment. In addition, the research is focused on studying the adjustment process required for German language teachers, as well as the differences in information transfer and education processes to the student. The desk research method and the case study method were applied for the research.

Keywords: a modern approach, German language, methods, university