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DEVELOPING GEOPHYSICAL MAP FOR THE TERRITORY OF THE REPUBLIC OF ALBANIA

Fitore BAJRAMI
Milot Lubishtani

Abstract

This paper presents the first and second order gravimetric relative grid planning, as well as the calculation of normal ellipsoid gravity and height gravity.

The planning of the first and second order relative gravimetric network is done for the whole territory of the Republic of Albania, based on the three absolute gravimetric points. The planning of the first order network is done using the 1 point/1000km² surface criteria, while the second order network planning is done again using the 1 point/100km² surface criteria.

Initially, the ArcGis software tested the best dot coverage based on the established criteria. The tests show that the Tirana station has the best coverage of the whole territory with first and second order points.

Given this fact, the grid network has been built in ArcGis software based on regular triangles.

As a result, 30 first order relative and 289 second order relative points were obtained, for which the Excel program was used to calculate the normal ellipsoid gravity and height gravity.

Following the calculation of the normal gravity in the ellipsoid, and the height gravity in the ArcGis software, the corresponding maps with the values derived from the calculations presented in this paper, have been constructed.

Key words: Gravity, gravimetric networks, height, gravitation, maps, ArcGis, Republic of Albania.

THE PREPAREDNESS OF MACEDONIA FOR EU MEMBERSHIP NEGOTIATIONS - INSTITUTIONAL AND POLITICAL ASPECTS

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Abstract

The next wave of EU enlargement will include the countries of the Western Balkans, thus completing the next phase of the European unification project. Macedonia has received the first Commission recommendation to begin the membership talks in 2009, having sufficiently fulfilled the criteria. However, the Council decision to open negotiations was adopted in March 2020. In order to begin the process, and maintain its credibility, numerous institutional preparations have to take place, as well as internal political accommodations. In addition, bilateral relations with existing EU member states will continue to play a role, emphasizing the need for sustainable political efforts. The paper examines these aspects in the light of the adjusted methodology for membership negotiations.

Keywords: European Union, enlargement, negotiations, Macedonia.

MEDICAL TOURISM POTENTIAL IN THE CZECH REPUBLIC AFTER THE COVID-19 PANDEMIC

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Abstract

The medical tourism potential development in the Czech Republic is one of the largest in Central and Eastern Europe (CEE). Unfortunately, due to the reluctance of healthcare facilities to provide data on medical tourists, this market is not sufficiently explored. In addition, at the turn of January and February, there was an epidemic in the Czech Republic caused by the COVID-19 disease, travelling was banned, which also had an impact on medical tourism. The aim of this paper is to focus on the support of medical tourism in the Czech Republic after the epidemic period by creating an association and thus to better obtain data and information concerning the medical tourism market. The data were obtained from the primary survey, which took place from November 2019 to February 2020. Structured interviews were conducted with experts working in the medical tourism market. Interviews were conducted with experts in the health market ($n = 8$) and among patients (medical tourists, $n = 12$). Research results show that the medical tourism market would need to be supported and to associate individual providers. All questioned medical tourists agreed that they would appreciate the higher clarity and transparency of the medical tourism market, which would provide them better information of the market and which would increase the credibility of individual facilities. Medical tourism in the Czech is very popular among patients but very incomprehensible in terms of organization and structure. In the conclusion, this research will help gather data from the field of medical tourism where it is not yet available. The outputs will then be used for follow-up research, to support medical tourism in the Czech Republic, for health care providers themselves and for patients coming from abroad.

Key words: Medical tourism, Czech Republic, COVID-19, association, transparency, potential.

Introduction

Medical tourism is quite a new phenomenon which is gradually starting to develop not only in the world but also in the Czech Republic. This involves undergoing medical treatment in a foreign country, for example because of better care, better technology, lower costs, shorter waiting times, more qualified doctors, etc. All care is fully covered by the patient himself. The aim of this research is to evaluate the potential of medical tourism in the Czech Republic, whether there are data on this issue and to propose a way of support for medical tourism by creating an organization that would associate individual health care providers for tourists.

There are several reasons why a patient should travel for health care to another country. Above all, it is less expensive than at the home clinic, shorter waiting times, better or more accessible medical care or the fact that the client will be kept anonymous. The Czech Republic also attracts couples who cannot have a child naturally due to the lighter legislation in the field of assisted reproduction (Kotlíková H. 2013). According to the OECD, the term medical tourism covers all interventions in the following fields: cosmetic surgery, dentistry, cardiology, cardiosurgery, orthopedics, bariatric surgery, IVF, transplantation, ophthalmology, and diagnostics.

With increasing global openness and travel opportunities, the Czech Republic has gradually become a highly sought-after destination for foreign patients, especially for British and German, but also for clients from the Middle East or China (Medical Tourism Magazine 2019). The Czech health care system is of high quality, provides care at the highest level with short waiting periods and has qualified doctors thanks to quality education in general and the professional level of teaching at medical faculties. As medical tourism is becoming increasingly saturated as more and more countries are boarding the train, each participant providing a medical service for tourists needs to have a strong marketing strategy to attract more patients than others. Social media, for example, provides a powerful marketing channel where people spend a lot of time. Social media provides the ability to communicate between people at a distance, including a natural, real conversation between people of common interest, a conversation based on participants' experiences. But so far, only few medical tourism service providers have been able to tap the full potential of social media. There are different types of social media and each one is unique in its own way. Only a few providers have been able to benefit from these social media, build their brand and attract patients from around the world, while the rest are still trying to figure out how to do it. Traditional media are limited by geography. They also have a limited timeframe, poor spread, one-way communication, and are usually very costly. Social media, on the other hand, managed to overcome some of these constraints. In addition, people who do not speak a given language are able to take advantage of online social translations.

So far, there are no relevant research to map the medical tourism of the Czech Republic. This relatively new trend has been mentioned in news, articles or on the Internet, but most of the information is only guesswork. Even in foreign research and studies, there is no record that some of them deal with medical tourism directly in the Czech Republic. The Ministry of Health, the state of health information statistics (ÚZIS), insurance companies and Czech Tourism agency do not

register exact numbers of medical tourists. They always focus on a specific group (for example, taking care of foreign patients), but never only medical tourists. These data could be provided by the agencies, but they do not publicly publish any yearbooks or annual reports where such data would be recorded. Many journalists and students have already asked for data, but without an answer. In addition, the agencies should gather information on the complications that have occurred and their solutions, with which hospitals cooperate (in case of complications) or they should contact patients, who have already undergone the procedure, for possible references.

The big problem of the Czech health service is its under-financing. The cost of care continues to rise with increasing life expectancy and with the rising number of retirees. The regions and the state are hardly able to finance this huge resort, so more and more private healthcare facilities are being established. They can very easily start to focus on medical tourism, as they are not so much tied up by public or state sector management. A public hospital is not a company that should make the highest profit, but it should cover the necessary care. According to a study available on the Web of Science (Hinrichs-Krapels S., Bussmann S. 2016), medical tourism can provide numerous financial incentives for health care systems. In countries where medical tourists come, the market can serve as a mechanism for generating additional income. The resulting use of resources for hospitals and technical equipment can contribute to reducing the cost of healthcare provision. Furthermore, medical tourism has the potential to contribute to economic growth by creating local jobs. A study in India examined the effects of health tourism on the local population and highlighted the benefits of boosting economic growth, preventing brain drain and increased investment in medical technology and education. Further benefits for the local population could be that tax revenues accruing through links to tourism, insurance, food and the accommodation could be allocated to hospitals and healthcare systems for home patients. Last, but not least, market liberalization also puts competitive pressure on local healthcare providers and consequently reduces costs by pushing economies to maximize their comparative advantages.

According to a study by two Polish scientists (Lubowiecki-Vikuk a Kurkowiak 2017), the Czech Republic has the greatest potential of developing the medical tourism market among the countries of Central and Eastern Europe. This potential was measured using three methods and all results ranked the Czech Republic in the first or second place (see Figure 1).

Figure 1: Potential of medical tourism in the Czech Republic

Table 2: The position of CEE countries in the ranking			
Country	The position of the ranking		
	Hellwig's synthetic measure	Average ranks measure	Zero unitarization measure
Albania	19	19	19
Bosnia and Herzegovina	13	17	13
Belarus	15	16	15
Bulgaria	4	7	8
Croatia	10	5	3
Czech Republic	1	1	2
Estonia	3	4	4
Hungary	9	8	10
Latvia	6	9	5
Lithuania	7	6	6
Macedonia	16	15	16
Montenegro	12	11	11
Poland	8	10	9
Moldova	18	18	18
Romania	14	13	14
Serbia	17	14	17
Slovakia	5	3	7
Slovenia	2	2	1
Ukraine	11	12	12

Source: Authors

This potential was measured by following parameters: the number of tourists per capita, the total health expenditure (measured in USD / capita and % of GDP), the total number of hospitals, the number of doctors, nurses and dentists per 100,000 inhabitants and the EHCI (Euro Health Consumer Index). The average price of dental implant surgery, IVF with donor eggs, breast augmentation and gastric bypass was also included.

In addition to these parameters, it is necessary to include others that increase or decrease the potential for the development of medical tourism in the Czech Republic. The potential is further enhanced by the geographical position of the Czech Republic in the centre of Europe, high country security (10th place in the Global Peace Index in 2018), strict hygiene and pharmaceutical standards, 1st place in the Euro Health Consumer Index 2018 or high protection of sensitive patient

data (GDPR). On the other hand, the Czech Republic has disadvantages in language skills, lack of medical staff and the fact that the Czech Republic is not included in the Medical Tourism Index Scale.

Unfortunately, there is no institution or organization in the Czech Republic that is interested in medical tourism as a whole or in its support. In many European countries such organizations exist, selected countries and association names are listed in the following table.

Table 1: Medical tourism organizations of selected countries

Country	Organization name
Greece	Elitour
Turkey	Global Healthcare Travel Council
Ukraine	Ukrainian Association of Medical Tourism
Croatia	Kvarner Health Tourism Cluster
Romania	Romanian Medical Tourism Association
Lithuania	Litcare
Latvia	Latvian Health Tourism Cluster
Estonia	Medicine Estonia
Poland	Polish Association of Medical Tourism
Russia	Russian Medical Tourism Association
Spain	Spaincares
Potugal	Health Cluster Portugal

Source: www.imtj.com

As it was partly mentioned before, the Czech Republic does not have any relevant data related to medical tourism, there are no statistics to answer how many tourists come here for interventions, what they are treated here, how long they stay here, whether their money stays in the country or is transferred to the country that owns the clinic. All this could be collected by a possible institution. Another advantage of forming an umbrella association would be control over the quality of the interventions. The association would supervise the clinics and they could boast that they belong to it as a sign of good quality. Furthermore, the marketing of medical tourism could be unified and the Czech Republic itself could motivate foreign patients to come to the country because part of

the money could go to its public health. The whole market would become more transparent and could also help to develop Czech health market.

Methodology

The data were obtained from the primary survey, which took place from November 2019 to February 2020. Structured interviews were conducted with experts working in the medical tourism market. The interviews were conducted by telephone or in person, both with experts in the health market ($n = 8$) and among patients (medical tourists, $n = 12$). Each expert was asked 2 questions: 1) how they perceive medical tourism in the Czech Republic, and 2) whether they would welcome central support as a health care provider for tourists, for example in the form of an association. Patients were asked, inter alia, 3 questions: 1) why they chose the Czech Republic 2) how they learned about the clinic and 3) whether they would like centralized information (for example, all on one website). In all cases, there were open questions.

Results

The evaluation of open questions was carried out by individual analysis of individual answers. The question of the perception of medical tourism in the Czech Republic has been answered in a similar way. Each of them admitted that they have an overview of their field of activity, but do not know how big the Czech medical tourism market is. There is, of course, a competition between individual clinics that deal with the same field, but they do not “see” the other fields. No summary information is available on this market. The second question also everyone answered more or less the same, that they would certainly welcome an association that would associate individual clinics across specializations. However, it would certainly be necessary to define the right agenda for the association. Concerning the patients’ answers, each of them responded differently. On the first question, why they chose the Czech Republic, 5 respondents answered that it was recommended to them by people who had already undergone a medical procedure in the Czech Republic, another 5 decided using information from the Internet or through agencies, looking most at quality, price and availability. One respondent chose the Czech Republic because he has a part of his family here and the last respondent chose it because he went directly to a doctor he knows. The answer to the second question was connected with the first one, those who were advised chose the same clinic as the advisers, the respondent who has a family here visited the recommended clinic in the city,

another clinic was the one where selected doctor works. Five respondents who chose a clinic from the Internet always chose a clinic in Prague because they assumed high quality care and good accessibility, because there is an airport. They admitted, however, that the choice of a particular clinic was difficult because not all of them have English pages and are not very clear. At the same time, they spent a lot of time (and this group reacted the most to the last question) that they would like to have a single website to find all the necessary information. Other respondents had the same answer, although they admitted that in their cases this information would only be complementary because their information sources were different.

Discussion

The author is aware of a small sample of respondents, unfortunately in March the pandemic COVID-10 came to the Czech Republic and other countries, the quarantine was ordered, and it was not able to get more information. Based on the results of this research, further research will be carried out, thanks to which further data on medical tourists in the Czech Republic should be collected.

The time, when the market is suspended, would be important to use it for individual health care providers to consider whether mutual cooperation would be beneficial. An association could be formed to merge the individual healthcare facilities that provide care to tourists, thereby unifying the marketing strategy and management. Such organizations already exist in many foreign countries, and thus the country makes a more credible impression on indecisive medical tourists. Another important factor will be how the Czech Republic emerges from the coronavirus pandemic. If the Czech healthcare system can cope with this crisis, this will increase confidence in the Czech health care system worldwide and will probably see increased interest in interventions in the Czech Republic. Data on how countries manage the pandemic is publicly available, and each country records this information carefully. We can also find in the foreign media that the Czech Republic is described as a country that has managed a pandemic so far, which could contribute to the growing future flow of medical tourists. Of course, this flow will be influenced by several factors, such as the economic downturn, and thus the decrease in savings, and the possible postponement of less important expenditure in the future.

Now the whole world is struggling with the COVID-19 pandemic, and of course, as most tourists have gone home and it is forbidden to travel in a lot of countries, the medical tourism market has weakened. As the crisis recedes, health care facilities could benefit from being united within the

association and being supported in marketing and management strategies. According to the author, after the pandemic, the biosecurity will be a major new issue, which concerns medical tourists the most. They travel around the world and receive healthcare in different countries, so they increase the risk of transmitting, for example, nosocomial or other diseases that may be relatively safe for residents of one country but risky for citizens of another country. In addition, there may be increasing resistance to antibiotics and other problems.

Conclusion

All respondents stated that they would appreciate a creation of an association / institution in the Czech Republic that would associate individual medical tourism clinics where they could find all the information in summary. This could also be appreciated mostly by small clinics that do not have the resources for advertising and marketing, or those that are outside the capital. Moreover, there would finally be relevant data to find out how much medical tourism has developed in the Czech Republic, whether it is necessary to support it more, and what benefits it could bring to the Czech healthcare system. This association would also ensure quality control of individual clinics, address the issue of biosecurity, provide legal protection, be a verified source of information and save much work for both healthcare providers and medical tourists themselves. It will also depend on the state of health care in the Czech Republic after the pandemic has been overcome and how it will affect new potential medical tourists' awareness of Czech medical tourism.

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NEGATION IN THE AROMANIAN DIALECT OF THE ROMANIAN LANGUAGE: N-WORDS AND NEGATIVE CONCORD

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Abstract

Our paper represents a synchronic typological study of negation in the Aromanian dialect of the Romanian language and it is grounded in empirical methods, i.e. it is based on original Aromanian texts.

The main objectives of the paper are the following: to describe the N-word paradigm in the Aromanian dialect and to characterize the Aromanian Negative Concord and N-words from a typological perspective.

The term *N-words* was first introduced by Laka (1990) and it initially defined negative pronouns and negative adverbs occurring obligatorily with a Negative Marker (the sentential negator) in Negative Concord structures, in Romance languages. Later on, the term was extended and used as an umbrella-term for all the negative pronouns, negative pronominal adjectives and negative adverbs, from any language, irrespective of the presence of the Negative Concord parameter.

According to a well-known typology of negation (Giannakidou 1998, 2006), N-words can have different roles across languages, such as indefinites or existential quantifiers (as the non-emphatic N-words in Greek), negative quantifiers (in Germanic languages) or they can have both values in the same language (in Italian, for example). Our paper will offer an analysis of the Aromanian N-words, in comparison with the N-word paradigms from Romance, Slavic, Germanic languages and Greek.

Moreover, the description and the analysis of the N-word paradigm will be followed by a characterization of the Negative Concord in the Aromanian dialect. Thus, we will be able to place the negation in Aromanian on the map of languages and dialects that have already been studied from the perspective of negation.

The classification of N-words and the analysis of the Negative Concord in the Aromanian dialect will offer valuable data for a future monographic description of the patterns of negation across the South-Danube dialects of the Romanian language (Aromanian, Meglenoromanian, Istroromanian).

Key-words: *negation, N-words, Negative Concord, typology, dialectology, Aromanian, Romanian*

PRISONERS' COMPLAINTS

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Abstract

The Republic of Croatia is a signatory of all documents on international human rights including the rights of prisoners. The capacity in prisons and penitentiaries is 3,900 prisoners. During 2017, 4,146 inmates (94.20% male and 5.80% female) served their prison sentence.

One of the regulated rights is the right to make a complaints to the prison or penitentiary manager, the execution judge, the judicial council of the amenable county court, the central office of the Prison Administration, the amenable ministries, the Ombudsman, the Ombudsman for Gender Equality, the Ombudsman for Children, the Ombudsman for the Protection of Persons with Disabilities and international human rights organizations of which the Republic of Croatia is a member.

In 2017, 171 complaints were filed with the amenable enforcement judge, and 11 appeals against the decision of the enforcement judge, which were addressed to the judicial council of the amenable county court.

The other institutions listed above have received 211 complaints relating to conditions of accommodation, health care, treatment of officials, violation of other human rights, decisions of the courts, public prosecutor's office, information and more.

All prisoners sentenced to imprisonment for more than six months are sent to the Zagreb Diagnostic Center (1190 prisoners in 2017) for the purpose of individualized treatment nad the type of penal institution recommendations. The final decision is on Central Bureau. As a rule, prisoners reside at the Diagnostic Center for about 4 weeks.

This paper is based on a pilot study of prisoners' complaints (N=32) by those who stayed at the Diagnostic Center between January 2014 and May 1st, 2019. The type of complaints in relation to age, gender, non/voluntary arrival at the Diagnostic Center, type of crime, recidivism and to whom the complaint was filed is analyzed.

Key words: prisoners, rights, complaints, Diagnostic Center

INSTRUCTION ASSISTANCE THROUGH SMART PHONES IN ESP: A MOVE TOWARDS THE TARGET

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Abstract

The learning of grammar, vocabulary, and syntax among ESP learners is said to be controversial for teachers due to the dreadfulness the matter is perceived by these learners. Such a disparity generates a vague frame for the betterment of the teaching/learning of grammar, vocabulary, and syntax in the ESP context. Mobile assisted language learning (MALL) is then an emerging trend that serves to great extent learners' expectations and meets the requirement of 21st century education. Therefore, the present study aims at finding out the extent to which mobile devices, smart phones in particular, assist third-year students of Finance of Banking and Insurance in grammar, vocabulary, and syntax learning. It also aims at learning about the outlooks teachers and students alike have on the use of smart phones in the learning of the aforesaid. Data on students and teachers attitudes has been gathered by means of a questionnaire and a semi structured interview respectively. The researcher has adapted a mobile application that is, sentence with exercise for the learning of grammar and, adopted Blooms Digital Taxonomy as a structure to design a mobile application to assist the learning of grammar, vocabulary, and syntax among these learners. Qualitative and quantitative data expose that smart phones have a pedagogical touch to assist and enhance grammar, vocabulary, and syntax learning and act well for lifelong learning, and that both teachers and students hold positive attitudes on the use of smartphones for grammar, vocabulary, and syntax instruction.

Keywords: ESP, MALL, Smart phones, Grammar/vocabulary/syntax learning, Bloom's digital taxonomy.

THE IMPACT OF BIG DATA ON BUSINESS AND ELECTRONIC COMMERCE**Miriyeva Narmin, Ph.D.Candidate**University of Szeged, Faculty of Law and Political Sciences

Abstract

Every day, we leave numerous digital footprints in everyday life that can be easily tracked and collected. Thanks to technology, the picture of our action, as well as forecasts of future actions can also be predicted. Today, information about individuals is better known than before. However, some organizations, enterprises, and government agencies use this information to track and predict our actions. Because, once the data is collected, we cannot control who uses it and how it is used.

Nowadays, users cannot perceive their life without advanced technologies and applications. The more a user interacts with the online world, the more information and data is available. Sometimes, even in offline sessions, users also provide some source of information. Thanks to the development of advanced technologies, measurement and data acquisition capabilities are also expanding. As a result, all people find too much information or too much data. So here the question is about the real size of big data. Are big data big enough? How does big data affect business and e-commerce?

This article will be structured as follows. First, after the introduction, the big data phenomenon and its features will be considered. Then the next part will be the influence of big data on the business. The last part will be devoted to the interaction of big data and e-commerce, and the article will conclude with a conclusion on the main topic.

Keywords: big data, big data and business, big data and e-commerce, big data features.

RESTORATION OF CULTURAL MONUMENTS IN SPIŠSKÁ KAPITULA IN SPIŠSKÉ PODHRADIE INSLOVAKIA LISTED IN WORLD HERITAGE UNESCO

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Abstract

Spišská Kapitula is a part of the present town of Spišské Podhradie in Slovakia. The first written records date back to the 13th century. The first temple in Spišská Kapitula was consecrated to the Virgin Mary and came from the Cyril-Methodist era. After its demise, the present Cathedral of St. Martin was built, later the Bishop Jan Vojtaššák's Seminary and the Teacher Academy, which prepared teachers for elementary and primary education in villages and towns in Slovakia. The origins and further development of these cultural monuments are discussed in this study. The buildings have been included in the UNESCO World Heritage List and are therefore under the constant care of the State Heritage Institute and are regularly restored.

Key words: Cathedral of St. Martin, Seminary, Teacher Academy

Introduction

Spišská Kapitula - a medieval historic town - lying under the Spiš Castle, surrounded by old walls, was listed in 1993 in the UNESCO World Heritage List. It wasn't just by chance.¹ This small town - also known as the Spiš Vatican - is today not only the seat of the See of Spiš, formerly a priory founded in the 12th century by the Hungarian kings and incorporated into the Diocese of Esztergom, but also the seat of the university, namely the Priest Seminary of Bishop Ján Vojtaššák and the former Teacher Academy, which are currently part of the Catholic University in Ružomberok (CU), its Faculty of Theology (FoT) in Košice. At the Theological Institute (TI) of FoT CU, the future priests study theology and social sciences also lay people. At the Institute of Sacred Art of TI FoT CU is currently possible study teaching music and church music, where not only music teachers for schools in Slovakia, but also cantors for churches and church choirs are

¹ Porov.: CHALUPECKÝ, Ivan – ŠTUBŇA, Kazimír. 2002. *Spišská Kapitula*. Spišská Nová Ves : Tlačiareň Sedlák, 2002, s. 3-10.

being prepared. The today's most important monuments in this Spiš town include St Martin's Cathedral, the Seminary of Bishop Ján Vojtaššák, but also the Teacher Academy, which is now attached to the priestly seminary. All of these historical monuments form the cultural gems of Spiš, are constantly renewed and are a grateful object of tourism.

St Martin's Cathedral

St. Martin's Cathedral consists of Romanesque and Gothic architecture. The Romanesque part of the cathedral was built at the turn of the 12th and 13th centuries.² Most likely it was built by masters who built Spiš Castle in this period. The two Romanesque towers were completed around 1270. The church at that time only reached today's victorious arch and had three nave, ended by semicircular apse. The Romanesque character has been preserved at the back of the church. Strong vaults rest on strong columns with Romanesque capitals. Romanesque are also towers and part of the northern wall with a Romanesque narrow window. In 1462-1478 the Romanesque church was rebuilt into Gothic.³ A relatively large presbytery was added and the church was doubled. The nave was given a Gothic vault, but the elegant star vault of the two side nave dates from the late 15th century.⁴ The church received a new equipment, consisting of 13 altars. Since 1465, when the owner of the Spiš Castle was the palatine Imrich Zápoľský, he had a Gothic chapel added to this church from 1493 to 1499. He demolished the southern wall of the church and added a chapel to it. The chapel is characterized by huge Gothic windows with beautiful tracery and has a beautiful fine mesh vault. It was influenced only by the restoration interventions from 1873 and 1879 - 1888. The oldest monument of the cathedral is the Romanesque sculpture *White Lion - Leo albus*, which is located at the side entrance. He is one of the few Romanesque sculptures preserved in Slovakia. Above this side entrance is a wall painting from 1317 by a painter who could have come from Italy. It depicts *the Coronation of Charles Robert of Anjou* as King of Hungary. The crown is held by the Archbishop of Esztergom, behind him kneeling the Spiš provost. On the other side of the Madonna, which puts the crown on the head of Charles Robert, the castellan of Spiš Castle is kneeling in the background. The painting was made in connection

² Porov.: JANOVSÁ, Magdaléna – OLEJNÍK, Vladimír. 2017. *Katedrála sv. Martina v Spišskej Kapitule*. Spišské Podhradie : Rímskokatolícka cirkev, Biskupstvo Spišské Podhradie, 2017, s. 33- 69.

³ Porov.: Tamže, s. 70-81.

⁴ Porov.: Tamže, s. 82-103.

with the fact that the Spiš people helped him in the struggle for the throne in the battle of Rozhanovce in 1312. *Of the original thirteen Gothic wing altars*, only four have been partially preserved. Spiš-Kapitula canons were quite affluent priests and so adapted to the times. In the 17th - 18th centuries many altars were turned to baroque⁵ leaving the original altar cabinet, sculptures, possibly even wings or panel paintings and setting them in Baroque architecture. However, during the radical regotization of the cathedral at the end of the 19th century, these baroque altar architectures were removed from the cathedral and the original Gothic cabinets with statues, panel paintings and wings were incorporated into neo-Gothic architectures. The most valuable of the Gothic altars are the original panel paintings and sculptures. Most of them come from one master whose name we do not know, and therefore art historians call him Master of the Spiš-Kapitula Workshop. *The main altar* was consecrated in 1478. In 1680 it was rebuilt in Baroque style, but in the years 1888-1889 Baroque architecture was replaced by neo-Gothic architecture, made by Budapest carpenter Ján Ruprich.⁶ Original statue of St Martina was transferred to the Košice Museum. Other original main statues: *Virgin Mary and St Nicholas* were moved from the cathedral to poorer churches. Only the original altar wings remained in the cathedral, on the one hand depicting the Hungarian kings of St Stephen, St Imrich and St. Ladislav, on the other hand are the King of England St Edward, bishop, St Louis of Toulouse and the French King St Ludovit of the Anju family. There are saints below: Apolonia, Margita, Elizabeth, Catherine, Barbora and Ursula. On the inside of the wings are 8 pictures of the Passion of the Lord. These paintings are among the most valuable in the cathedral. *The Altar of the Three Kings* is before 1478. The original altar has preserved a altar cabinet depicting Christ rising from the tomb. Interesting are also the statues of the Adoration of the Three Kings and the panel paintings representing Christ with the globe, St Peter, St John the Baptist and St Paul. On the back of the wings are pictures of several saints. The oldest altars include *the Altar of the Sleeping Virgin Mary*. In the original altar cabinet there is a relief depicting the central theme and in the shield there is also the original sculpture of the Coronation of the Virgin Mary. On the wings are pictures of the Hungarian kings of St Stephen, St Imrich, St Ladislav and St John Almsman. On the rear fixed wings are the scenes of the Annunciation and the Visitation of the Virgin Mary. The only altar originally preserved is *the altar of the Coronation of the Virgin Mary* in the Chapel of Zápol'sky. It dates from 1493-1499. The

⁵ Porov.: Tamže, s. 123-133.

⁶ Porov.: Tamže, s. 134-145.

rich carving of the cabinet and the coronation scene proves that it was created by a virtuoso carver, probably from the surroundings of Vit Stwosz of Krakow. However, the influence of the Levoča workshops is also noticeable. The baroque benches in the main nave, which have reliefs from 1630 on their foreheads, are also valuable from the cathedral. They include scenes: The Birth of Christ, The Adoration of the Three Kings, and Christ on the Mount of Olives.

Priest Seminary

The Priest Seminary building of Bishop Ján Vojtaššák is located to the left of the cathedral, as seen from the square of St John Nepomucký in Spišská Kapitula. Its beginnings date back to the Middle Ages, although the beginnings of systematic theological education of the clergy in Spiš date back to the second half of the 13th century and are closely linked to the existence of the Spiš priory.⁷ At the end of the 12th century, at least one teacher for future priests was in Spiš in addition to Bratislava and Nitra.⁸ After the Trident Assembly (1545 - 1563), some candidates for the priesthood from Spiš were allowed to study theology in Vienna, where the Priest Seminar *Pazmáneum* was founded in 1623, or to Styria Hradec, Germanicum Hungaricum in Rome, but most to the Trnava seminary.⁹ Study in these institutions was financially demanding and very far from Spiš. And so the Spiš people welcomed with great pleasure the cardinal Peter Pázman's decision to establish the Jesuit College in 1622 first in Spiš Castle and in 1647 in Spišská Kapitula.¹⁰ Since 1648 there was a Jesuit High School, which educated and raised future priests according to *Ratio studiorum*. The present building of the Priest Seminary in Spiš is from 1647.¹¹ It was a two-storey early baroque building of the Jesuit College with a central paradise court, which was rebuilt in 1810 in the Classicist style by the Bishop of Spiš, Michal Brigido (1807-1816). Priest Seminary according to the Tridentine regulation has been in this building since 1 July 1815 and the first rector was Daniel Udránsky, Spiš canonist theologian.¹² Today's appearance was given to the Priest Seminary building in Spišská Kapitula after restoration and modernization in the first

⁷ Porov. HROMJÁK, Euboslav. 2017. *Dejiny teologického vzdelávania na Spiši v stredoveku*. In: Znaky časov vo svetle výročí I. Spišské Podhradie : VERBUM vydavateľstvo KU, 2017, s. 9-23.

⁸ Porov. HUNČAGA, Gabriel. 2017. *Náčrt dejín vzdelávania a formácie sekulárneho duchovenstva od včasného stredoveku až do seminárnej legislatívy Tridentského koncilu*. In: Znaky časov... cit. d. s. 24-73.

⁹ Porov. HROMJÁK, Euboslav. 2017. *Dejiny teologického vzdelávania spišských klerikov*. In: Znaky časov... cit. d. s. 74-91.

¹⁰ Tamže s. 78.

¹¹ Porov.: BIZOŇOVÁ, Monika – OLEJNÍK, Vladimír. 2019. *Jezuitské gymnázium a Učiteľský ústav : Duchovné a kultúrne dedičstvo Spišskej Kapituly*. Ružomberok : VERBUM vydavateľstvo KU, 2019, s. 26- 30.

¹² Porov. HROMJÁK, Euboslav. 2017, cit.d. s. 94.

half of the 20th century. This major reconstruction took place in 1932-1933 at the instigation of Bishop Ján Vojtaššák. The construction was designed by architect Jozef Šašinka from Poprad. The external reconstruction became definitive for the Priest Seminary in Spiš. In 1937 Bishop Ján Vojtaššák procured a new five-register organ with a pedal from Rieger for the seminar. When the Apostolic Visitor, professor of the Cyril and Methodius Faculty of Theology in Olomouc, the later Bishop of Olomouc, Jozef Matocha, visited the Spiš Seminary in 1937, he was so impressed that he called the Spiš Seminary a "bright spot between the seminars". On April 12, 1933, Bishop Vojtaššák ordered the establishment of a seminar library and to concentrate all the books of the Spiš Kapitula in the seminar library, which had about 30,000 volumes before the violent cancellation of the seminary in 1950, making it one of the richest libraries in Slovakia. So-called the classic era of the Spiš seminary culminated during the rectorship of Fero Skyčák (1938-1944), who, following his predecessor Jozef Vojtíček and Ján Ferenčík, lifted the Spiš seminary to a European level. During the time of Skyčák, the seminar became a direct untouchable and unattainable myth, gathering within itself the top of Slovak intellectual leaders such as: Jozef Špirko, Ladislav Hanus, John Jalovecký, Mikuláš Stanislav, martyr Štefan Barnáš, Jozef Ligoš. The Slovak ecclesiastical historian Jozef Špirko, by publishing a manual from ecclesiastical history Church history with special regard to Slovak development, became the first follower of the important historian Jozef Lortz, who by his method of observing the development of ideas that influenced the course of history, has made a major milestone in world ecclesiastical historiography. Hugo Rahner also played an important role in Špirka's perception of history. Ladislav Hanus was influenced by the symbolism of Roman Guardini, historian and writer Josef Huizing, especially his work *Autumn of the Middle Ages*. Another professor in Spiš, Ján Jalovecký, represents an enthusiast of liturgical reform even before the opening of the Second Vatican Council. Rector Skyčák called him the pearl of the seminary. On this basis, we can boldly argue that the Spiš seminary at that time has become a theological and intellectual focus comparable to other similar institutions in Europe. The great merit of this status belongs to the Spiš bishop Ján Vojtaššák. There were several clubs in the seminar. One of the most important was the Literary Society of St Paul in spreading theology in Slovak language, and in 1939 founded by Professor Ján Jalovecký the Liturgical Club of St Gregory the Great, which published the liturgical magazine *Svetlo a Liturgické sošity*, which pioneered the liturgical pre-Council reform in Slovakia. In 1935, the Congregation of theologians (Congregatio Immaculatae Conceptionis B.V.M et S. Joannis

Vianney) was founded. In 1935, German theologians joined the German Educational Catholics Association of the Academic Bonifatius-Einigung zur Pflege des Religiösen Lebens katholischer Gebildeter. They also had their library, which had about 200 titles. The seminary was also the seat of the editorship of high-level magazines such as: *Rozvoj, Kultúra, Obroda, Svetlo, Sv. Rodina, Kráľovná mája and Spišské noviny*.

However, this development was severely stopped by the socio-political events in Czechoslovakia. Since 1944 became rector Štefan Barnáš, who under strong communist pressure had to fight for the existence of the seminary and gather a professorial staff, which was disbanded when SNP started for security reasons, because the Spiš seminary was established German military hospital. The Communist regime after the coup in February 1948 began its open struggle against the Church. In 1949, a government commissioner was appointed to the bishop's office. Bishop Ján Vojtaššák got into domestic isolation. In 1950, the Rector of the seminary was dragged to a concentration camp for priests in the Martyrs and thrown into prison. Act no. 58 / of 18 May 1950, priest seminars were excluded from the scope of the Higher Education Acts and Government Decree no. 112/1950 of 14 July 1950 all diocesan priest seminars were canceled. The only seminar for theologians was the Seminary of St Cyril and Methodius in Bratislava. This situation lasted until the fall of the Iron Curtain in 1989.

After 40 years of forced interruption of the study, the Spiš bishop prof. František Tondra has taken buildings into manage again on 17 January 1990. Then, together with the Bishop of Košice Alojz Tkáč and the Bishop of Rožňava Eduard Kojnok, they renewed theological education in these buildings when they established the interdiocesan Bishop Jan Vojtaššák's seminary for Eastern dioceses of Slovakia on 3 October 1990. The first rector and moderator of the renewed seminar was Mons. prof. Jozef Jarab and vice-rector became Mons. ThDr. Štefan Sečka, later the Spiš diocesan bishop. Especially the merits of these two leaders of the Priest Seminary and with the zealous help of the faithful people from Spiš, Liptov and Orava, but also from Šariš, Košice and Rožňava managed to restore these buildings devastated by police and soldiers to state, gave them Servant of God Mons. Ján Vojtaššák, bishop of Spiš and martyr. Currently the rector and moderator of the study is doc. ThDR. Peter Majda, PhD.

Teaching academy

Elementary education in Slovakia under the conditions of Hungary began to develop more significantly after the ruler Maria Theresa approved the document *Ratio educationis*.¹³ Maria Theresa as a mother raised 16 children, some of whom did not survive. She tried to elevate Hungary and to make it more educated. At that time, Hungary was illiterate and backward. Maria Theresa tried to make simple people able to read and write. She invited a bishop to the territory of Spiš, who was able to carry out her intentions with education in the country. Although the section on folk schools was the least elaborated in the first document on education, later in 1780 a timetable for folk schools, teacher courses and a list of regular and special subjects was approved.¹⁴ The Roman Catholic Teaching Academy (*Institute, Preparandia*) in Spiš was founded in 1819 by Spiš Bishop Ladislav Pyrker (1772-1847), who came from Germany. He was very good-natured, kind and desired to elevate Hungary. It was the first specialized facility for individual teacher preparation in our country. The emergence of this preparandie is an extraordinary historical milestone in our education. It was also the first ecclesiastical teacher preparandie in Hungary. Its mission was to raise the level of education of teachers in the Spiš bishopric and to consolidate the Christian faith of future teachers of church schools. It was opened on November 19, 1819.¹⁵ It was an educational institution for elementary school teachers and cantor-organists in our temples.¹⁶ The teaching of the originally two-year ecclesiastical institution consisted of religious subjects, reading, writing, forming documents, but also music, singing and acquiring practical teaching skills. The Spiš-Kapitula Institute had an excellent pedagogical level at that time. Over time, the study lasts for three years (1871), later four years (1883) and its history was written until 1949. It had to educate simple uneducated people. Spišská Kapitula became a place where future teachers gathered, to then educate ordinary people. Juraj Páleš (1753 - 1833), the author of the first textbooks for the Spiš-Kapitula Institute of Ludimagister in ritibus and caeremoniis per annum occurrentibus instructus (Levoča 1820), and *Paedagogia slowenska* for the trivial school of the

¹³ MÁRIA – TERÉZIA, Austro-Hungarian imperatrix. 1777. *Ratio educationis publicae totiusque rei litterariae per regnum Hungariae et provincias eidem ednexas, tomus I.* Vindobonae - Viedeň, 1777.

¹⁴ Porov.: DRAVECKÝ, Ján. 2011. *Elementárne vzdelávanie v cirkevných školách Spišskej diecézy : vývoj, stav a perspektívy rozvoja.* Ružomberok : VERBUM vydavateľstvo KU, 2011, s. 22-27.

¹⁵ Tamže, s. 23.

¹⁶ Porov.: [PALLESS, Georgius]. 1828. *Succinta Historia Instituti Praeparandorum ad Magisteria Scholarum ruralium almae Dioecesis Scepusiensis.* Cassoviae : Typis Stephani Ellinger, 1828, 35 s.

Bishopric of Spiš (Levoča 1820) as well as the Organizational Status and the House Rules (both published in 1819) was the first director and a prominent figure at the beginning of the teaching academy. Juraj Páleš was born on 25 April in 1753 in Kláčno near Prievidza. He is one of the prominent representatives of Slovak life, who had an encyclopedic knowledge and mastered several languages. He graduated in philosophical and theological studies and was an important pedagogue and historian. He contributed to the development and improvement of the educational level in former Hungary and Slovakia. In the 20s of the 19th century he intervened in two ways:

1. As an organizer of Slovak education in Hungary.
2. As the author of the first Slovak pedagogical textbook.

It was (at all) the first textbook of pedagogy in Slovakia, written in Bernolákovčina. Its title was *Pedagogia* and it was published in 1820. There are only 2 copies of this book left. One is in the archives in Levoča, the other in Matica Slovenska. Others were burned at the onset of Communism in order not to preserve the pedagogical material that built on Catholicism. Some of the ideas in this book are still valid today. The book discusses how teaching should be done. It contains methods, ways, and forms which the teacher should use when presenting his work.

Pedagogia was first written in Latin to respond to church leaders before being translated into Bernolákovčina. Juraj Páleš died of poor and ill health in 1833. He left a great work, pupils who were faithful to him, and the history of pedagogy and theology is trying to rehabilitate his personality to the place he deserves. Other important professors of the Institute include Alojz Miškovič, a church historian, and Cornel Schimpl, a conductor and organizer of musical life. Several more extensive studies have been elaborated on the history of the Institute. The first history of the Institute was elaborated by its later administrator J. Szeman (Budapest 1912). The starting point for the full history of the school is the Memorial book of Roman Catholic Teaching Institute in Spišská Kapitula (Trnava 1931), compiled by Alojz Miškovič. More recent studies from the 1970s and 1980s come from Edmund Hleb, Jozef Janek and Ján Dravecký, former director of the Diocesan School Office in Spišská Kapitula. The historical building of the teacher's preparatory school currently provides higher education for the Catholic University and part of it serves as a college for students.

Until 1910, the seat of the Teaching Academy was part of the premises of the Priest's Seminary. Preparandia had two lecture halls and a physical cabinet, which also served as a meeting

room and piano room. An organ and two other pianos were placed in one of the classrooms. The drawing-room was located at the Flok's School in Spišské Podhradie, which was also a training school for students of the Teaching Academy. In summer, the exercise took place on a meadow called Pažica, west of the walls of Spišská Kapitula. The Bishop of Spiš, Alexander Párvy (1904-1919), rebuilt the old building of the Jesuit Grammar School, which stood east of the priest seminary building. In 1779, this building, dating back to 1648, was donated to the Bishopric of Spiš by Maria Theresa. It was a two-story building that was used for teaching. After the departure of the Jesuits from Spišská Kapitula, it was quite dilapidated. The plan of rebuilding of this building to the Teaching Academy was prepared by the diocesan school inspector ThDr. Ján Beerwaldský. The works lasted from July 1, 1909, to November 8, 1910. The First World War slowed down the flowering of the Teacher Academy. After the collapse of the Austro-Hungarian Monarchy and after the establishment of the Czechoslovak Republic in 1918, the Spiš diocese after the departure of Bishop Alexander Párvy, who was of Hungarian nationality, was administered by a temporary capitular vicar, first by auxiliary bishop Martin Kheberich. Although he came from Liptov, he had Hungarian feeling. He was consecrated bishop of Spiš in Budapest and Alexander Párvy appointed him as an administrator of the diocese with the rights of the diocesan bishop after his departure. After the abdication of Martin Kheberich, the capitular vicar became a Slovak, canonist Štefan Mišík. The greatest flourishing of the Teaching Academy was commissioned by Bishop Ján Vojtaššák, who in 1924 summoned the FSC School Brothers to this institution. The last renovation of the buildings of this Teacher's Academy took place in 1931-1933. The reconstruction project of this building was designed by Poprad architect Jozef Šašinka. The original building was extended by another whole tract to the east along the chapter aisle to the cannon no. 14 and also received the third floor. In this way, a modern functionalist building, known today as Block C - Spišská Kapitula č. 13th, was created.¹⁷ The teacher academy thus existed in symbiosis with the Priest Seminary in Spišská Kapitula and its many fosterlings were great personalities of the past not only for Spiš but also for the whole Slovakia. For 135 years, this institution has continued its mission.¹⁸ In 1950, together with the Priest Seminary (Theological College), it was destroyed. Future teachers and seminarians were called to compulsory military

¹⁷ Porov.: BIZOŇOVÁ, Monika – OLEJNÍK, Vladimír. 2019. *Jezuitské gymnázium a Učiteľský ústav : Duchovné a kultúrne dedičstvo Spišskej Kapituly*. Ružomberok : VERBUM vydavateľstvo KU, 2019, s. 86- 151.

¹⁸ Porov.: JARAB, Jozef. 2017. *Obnovenie činnosti Kňazského seminára biskupa Jána Vojtaššáka v Spišskom Podhradí počas pôsobenia biskupa Františka Tondru*. In: *Znaky časov...* cit. d. s. 154-167.

service and later to “PTP” labor camps. Professors and leaders of these institutions were arrested, convicted together with Bishop Ján Vojtaššák. The buildings were forcibly taken over by the Ministry of the Interior and created a training institution for police officers, soldiers and the Ministry of the Interior archive.¹⁹

Conclusion

Spišská Kapitula, as a cultural and educational center, had an indispensable role in the history of Hungary and Slovakia. Its institutions, which were established and operated on its land through its leadership throughout history, became a kind of center from which not only religious culture and religious influences spread. The impact of this center on a substantial part of our country also had its important profane, scientific and educational dimension, which was manifested primarily in education. The presented study tries to select and focus attention to the three historical monuments inscribed in the UNESCO World Heritage List. It is the Cathedral of St Martin, Bishop Jan Vojtaššák's seminary and the Teaching Academy. Over the centuries, our ancestors have taken care of these gems and contemporaries want to continue to restore and preserve this heritage. Many of the archival sources of the Order of Jesus in Spiš today can be found abroad, which was caused by events of previous centuries. When the Jesuit Order was abolished in 1773, the Jesuit archives and many libraries from Hungary were delimited to the central archives in Budapest and the libraries in Vienna. The present Kapitula is related to the founding of the Spiš priory by the end of the 12th century by the Hungarian kings. This was intended to serve within the Esztergom Diocese as spiritual care for the German colonists of Spiš Saxons, who settled in the area in the 12th and especially in the 13th century, but also for the other inhabitants of Spiš. The provost, who was here some kind of deputy bishop, soon formed a congregation of advisors - canons, a chapter, which initially had only 4 members. It founded a school in the 13th century, one of the oldest in Slovakia. On this basis, a church town gradually emerged, which, in addition to the provost church, also consisted of provost palace, the houses of individual canons and some other buildings. During the Reformation, there was one of the islands of Catholics, because the whole area was evangelical. Not surprisingly, the Jesuits settled here in

¹⁹ Porov.: DLUGOŠ, František. 2015. *The theological education of priests and the didactic religious education of teachers in Spiš seminary from 1815-1950*. Dublin, Ireland : ISBCRTI, 2015, s. 51-62.

1646 and shortly afterward they opened a grammar school, which enjoyed the best reputation. In 1776, Maria Theresa and Pope Pius VI transformed Spiš priory to Spiš bishopric, which extends throughout the middle of northern Slovakia around the High Tatras (area of Spiš, Liptov, and Orava). The provost palace was rebuilt to a bishop's palace, removing the old chapels. In 1815, as already mentioned, a priest seminary was established here, and in 1819 the oldest teaching institute in Hungary - *the Roman Catholic Teaching Preparandia*. The chapter became not only a spiritual but also an intellectual center of a part of Slovakia. After the communist coup, the Bishop of Spiš was jailed in 1950 and sentenced to long-term imprisonment. The teacher academy and the seminary were publicized and canceled. In their premises was a military, later a police school and a police archive. In 1989, a new life began here, the buildings were taken back by the Church, repaired and used for flats for priests and religious, for the House for Old Priests, one house was taken over by the international *Kolping Movement* and rebuilt into a high-quality pension. The Priest seminary was again established with the Theological Institute of Theological Faculty of Comenius University in Bratislava. And although the canonists' chapter as an institution has not been restored, the Spišská Kapitula has become a popular destination for tourists. The pedagogical process was ensured in the years 1990 - 2003 by the Roman Catholic Cyril and Methodius Theological Faculty of Comenius University in Bratislava. In 1999, on the occasion of the 180th anniversary of the founding of the Teaching Institute, a memorial room of the Institute was opened - a small museum exhibition for the public.²⁰ Since 2003 until now the pedagogical process has been managed by the Faculty of Theology in Košice of the Catholic University in Ružomberok.

Only a solid cultural, philosophical, pedagogical, humanistic and theological formation will enable the future intelligence of Slovakia to take on today's challenges - adequately deliver the Christian message and respond appropriately to contemporary human questions. St John Paul II. in the exhortation *Pastores dabo vobis* emphasizes "The current situation is marked by religious indifference and a general distrust of the real ability of reason to know the objective and universal truth that has emerged after scientific and technical discoveries. All of this requires a high level of intellectual formation that will allow today's contemporaries to proclaim the immutability of the Gospel of Christ and show his credibility against the justified demands of human reason." These

²⁰ Porov.: OLEJNÍK, Vladimír. 1999. *180. výročie založenia učiteľského ústavu : Zborník prednášok*. Spišské Podhradie : Spišská Kapitula, 1999.

words of St John Paul II., who personally visited Spišská Kapitula, want the current inhabitants of Spišská Kapitula to fulfill as much as possible.

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HOW A POSITIVE ORGANIZATIONAL CLIMATE CONTRIBUTES TO INCREASED PRODUCT INNOVATION

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Abstract

The ability to innovate is a key success factor these days, new innovative products ensure the continued existence of the company. The core of this is product development, which is very dependent on the ability to innovate. What relationships exist based on a Cyclic Innovation Model is described at the beginning. The impact of innovation is then examined using an analysis of German mechanical engineering. Based on this, the inter-functional requirements for product development are worked out, key factors such as communication and cooperation are examined in more detail, and recommendations for action for the successful implementation of innovation in product development are derived.

BUILDING LIKE HUMAN

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Abstract

The structure of the human body has been considered as a truthful case of a tall structure with a sensible proportion of the stature to the base. This model may serve for structuring high structures with specific concern for three perspectives. First human body structure, in this Paper the body's skeleton, the spinal cords bends, its associations and the courses of vitality transmission are analyzed. Second the human's cerebrum, astute controller of the body. The human cerebrum has two noteworthy capacities, response to improvements and directing different organs. The dissemination and association of nerves in the cerebrum and all through the body are talked about in this segment. Third human skin, a model for the skin of high structures skin with its mind boggling capacity has a huge work in changing over the human body to a miniaturized scale atmosphere. Self-fixing, vitality ingestion, and warm protection are among different highlights are examined here. At the initial step, the strategy for research in this consideration depends on the investigation of human's anatomy. We will talk about and break down the point independently in subtleties. The objective of this paper is to begin a way toward giving a model to structuring smart high structures with the utilization of the human body as a model. Moreover it will attempt to tackle the significance of such relationship, and highlight the method of appreciation and behavior in the environment. It will discuss the predominant human senses, their stimuli and their influence on the human body physically and psychologically. It will additionally rank these senses from the most major sense which is relatively influenced through the surrounding environment to the least one.

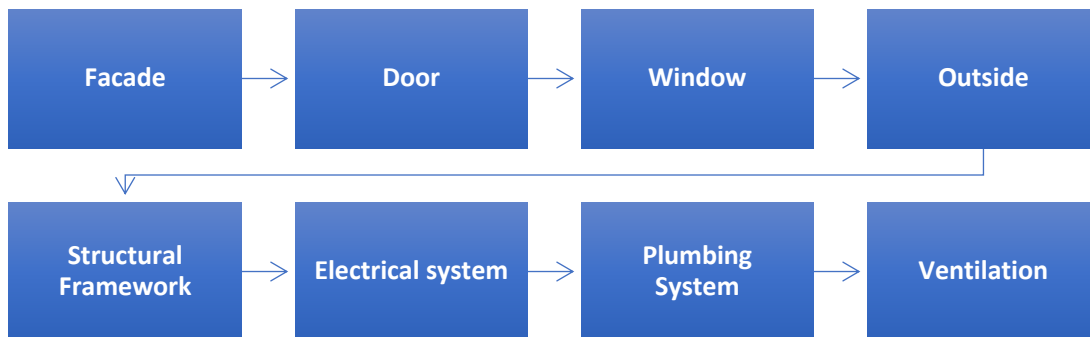
Key words: Tall Building, Bionics, Human Body, Structure, Skin, Intelligent Control Human Behavior, Human Senses, Physiological Effects etc.

INTRODUCTION

Structures have identities and articulation. They carry on with an actual existence and have various encounters. Structures really move-grow and contract with evolving temperatures, structures age after some time. Structures additionally can 'talk' on the off chance that you can comprehend their Language. They may inform you regarding their capacity, where to enter, about a period ever, about occasions that happened inside, or even how to collaborate with them. The vast majority of us spend through 91% of our lives within structures so our association with structures is significant. As individuals, a few structures are solid and a few structures are really wiped out. Structures may

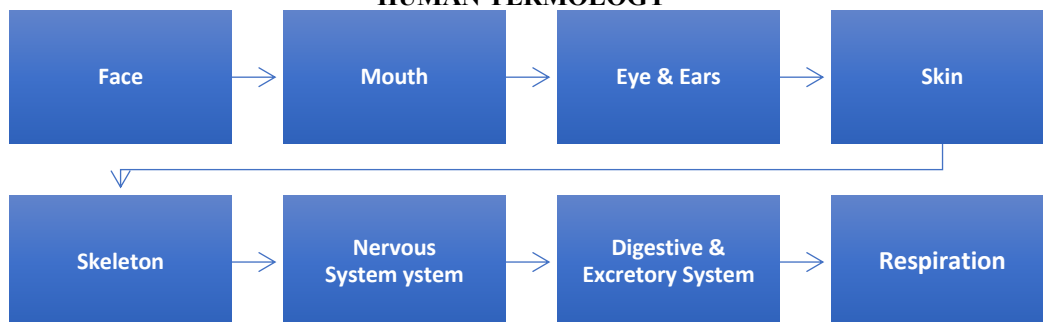
contain recollections or data from other individuals' Encounters with them. Next time you venture outside, investigate a structure on your square and see what you can realize by looking and tuning in. At that point consider how the structure welcomes you to associate. The system of the structure is presented by utilizing a few terminologies. Any definition or depiction of the earth must be with reference to something encompassed by methods for both nature or manmade. It is furthermore said that "building is the third skin" of the human body, in view that the main skin is the genuine skin, which goes about as the external envelope and the channel of the body, at that point the pieces of clothing that go about as the 2d skin, which is likewise seen as a protection and channel. "So people's third pores and skin would be the following layer out for the most part the structure they are in,[1] which executes as the encompassed man made condition. This assortment of condition the Engineering condition should satisfy the human wants and conform to the individual prerequisites. Be that as it may, "what structural Engineer makes is functional surroundings for human conduct; what a character utilizes and acknowledges is his or her compelling condition. The situation of fine thought for the format callings is to enhance the capability of fashioners to foresee what the awesome surroundings of individuals will be the point at which the fabricated condition is designed in a particular pattern. [2] The structure condition, where the dominating presence activities of any general public occur, affects the shopper of this condition. In any case, individuals do no longer just attempt to adapt to their condition latently, anyway they manage it effectively to coordinate their desires by method for acting as I would see it or all in all, "prompting trademark cooperation outcomes which differ after some time, circumstances and people."

BUILDING TERMOLOGY



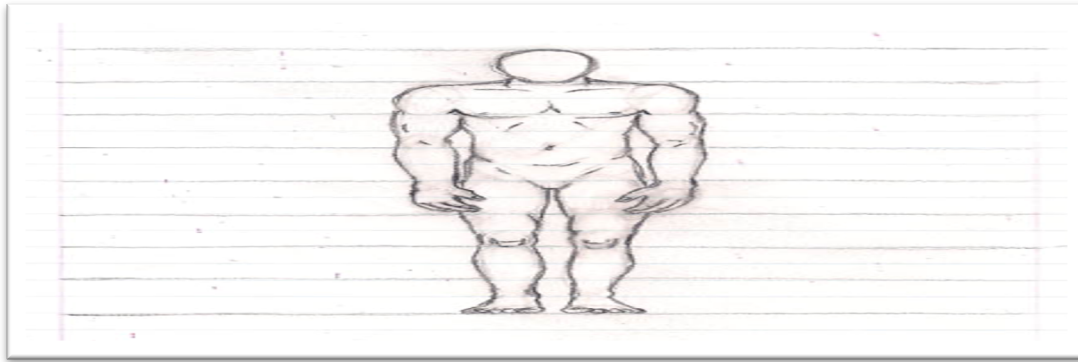
Fig(1)

HUMAN TERMOLOGY



Fig(2)

Develop a Human Structure



Solid Bodies-Sound Buildings! (Fig 3)

Take a computerized picture of yourself standing upstanding. Print your image. On the left of your body perfectly print the 8 Human Terms opposite your relating body part. Lay follow paper over your photograph and draw a streamlined skeleton and mark it Skeletal. Lay follow paper over your photograph and draw a streamlined stomach related and excretory framework. Completion with a layer of the following paper with a disentangled adaptation of your respiratory framework. Presently comes the fun part. Draw a façade or face of a structure in any event as tall as your photograph (it tends to be taller on the off chance that you wish!). Draw a section entryway and windows. Your structure can be more than one story tall. It very well may be a few stories tall. Lay follow paper over your structure and include a skeletal framework, at that point utilize another bit of following to delineate applied electrical framework. Power to most structures comes through wires above or subterranean so pick a source and afterward convey a wire to each floor and to each room. (The wellspring of your electrical framework as an individual is your cerebrum!) Add plumbing supply and waste evacuation to each floor. Ultimately, lay in ventilation pipes.

BUILDING VS HUMAN

These either terms are appearing to be unique in spite of the fact that these words have comparative significance in various setting. The structure and human are concerned, either has age (Birth-Demise), health (Good-Bad), food (Edible Non-Edible) protection from the condition, support for long life and so forth. First and principal the body framework has skeletal issues that remain to be worked out it an outline, unbending nature and dependability and practicality on the flip side the structure framework has fortifications for the same causes. A body with a harmed/powerless skeletal bone will just set down for an insufficient feed and furthermore a structure with improper support is a rubbles/catastrophe going to occur.

Also, veins and channels of the body instrument resemble squander water/sewage funnels and water supply funnels of a structured framework, which is called MEP. Much the same as a blocked/harmed/wasteful Vein and Artery could wreck the body framework in a matter of moments, a defective/wrong Sewage and Supply pipe can wreck a structure. That is the drive behind why you see moistness in can limit walls, green growth over wall surfaces and some terrible looking structures.

Thirdly, neurons and nerves of the body framework resemble the electrical framework and links of a building. It conveys and organizes electrical exercises. A failing neuron/nerve can send the wrong flag, because body stuns or even blows up the mind (FOLLY) simply the way a broken/poor electrical framework can torch a structure accordingly it would happen vulnerability.

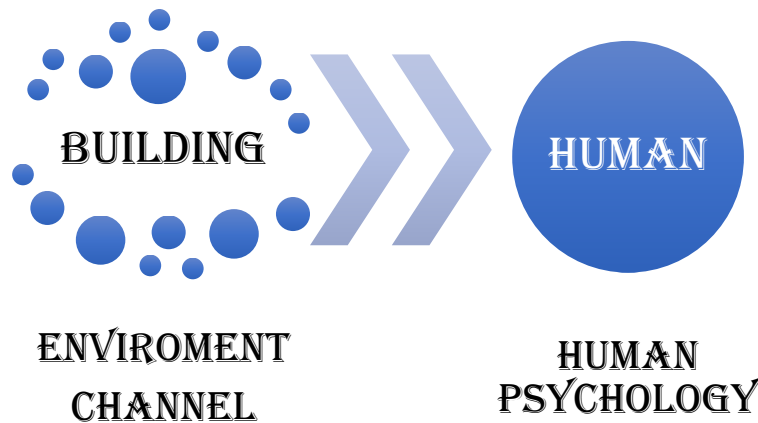
Fourth, sweat organs of a body system are like the HVAC (Heating Ventilation and Air Conditioning) of a structure system; it is for thermoregulation and solace adjusting of the framework.

DRESS OF STRUCTURE

Structures react to the atmosphere simply as individuals do. For example, when it is radiant, numerous individuals wear shades. Individuals in structures use sunshades for shades in the types of drapes, scrims, shivers, and blinds to prevent heat gain from direct daylight when the climate is hot. Open windows, roof fans, fans on counters, or floor fans can move air all through a structure making a cooling influence. At the point when individuals are hot, they fan themselves or move to where a breeze is blowing. In the mid-year might you want to remain by a light hued structure or a dim shaded structure and why? When it is extremely exceptionally cold outside, individuals close and spread their windows with draperies, shivers, scrims, and blinds to keep hold the warmth. Individuals wear boots when it is raining or snow boots when it is snowing. Similarly, structures seal their storm cellars to keep out water and spread their establishment dividers with protection. Would you be able to consider different ways you adjust to changes in the climate? Would you be able to discover parallel a comparable framework in a structure? It is a clear question is the capability of the body as well as building structure.

BEHAVIOR & THEIR REACTION

The surroundings is respected the setting of conduct and responses. "Our states of mind and practices are important exclusively in the event that they can be comprehended as far as their context. [3] So, the connection between the encompassing real environment and direct is profound established and interlaced. "Mary V. Knackstedt, in her nowadays posted book, Interior Design and beyond, explains on how structured insides influence human conduct. She contends that inside architects have a moral duty to the future lifestyle to format inside territories that emphatically impact the top notch of connections among individuals and their social and physical environments. [4] So, the human direct in any house must be inspected and warily examined by methods for creators so as to be mulled over during any future diagram process. To harvest that, architects need to comprehend the statute which methods for lead by means of particular logical techniques. In ecological brain research "a lead is a perceptible unit of undertaking started through positive data sources and which produces positive yields because of its activity. [5] Psychology is depicted as the orderly investigation of direct and scholarly procedures. The investigation of human lead is respected to be the central point of convergence of a lot of the control of ecological brain science. Any surroundings have possibilities which offer for human encounters and conduct. The statute system concerns the interface among human and condition concurring.



THE FIVE DISCERNS AS RECEIVERS & CONTACTS TO THE HUMAN MIND

The primary capacity of our faculties is to empower us to encounter our general surroundings. "Our eyes see it, our ears hear it, our noses smell it, our mouths style it, and these alongside a couple of different faculties outfit us with the greater part of the data that we have about the world [6]. This additionally happens when we enter another space and we begin to see it, catch it, and afterward assess it. This system of finding impacts our sensation in the zone and impacts our assessment about it. Scholarly creators understand this fact and contemplate it in their structures. They structure as though they are treating the particular faculties of the client: vision, hearing, fragrance and contact. "The five faculties are each entryways of recuperating. The eyes which give us sight are entryway to shade recuperating; the ears which supply us tuning in to are a passage for melody treatment; the feeling of touch fits kneads; the feeling of smell to fragrance based treatment and the feeling of taste to our diet.[7] Thus the encompassing surroundings huge affects the client, rationally and physically. This results the human conduct in a building space is viewed as a response to the effect of that house on the purchaser and his/her detects. Accordingly, the issue of the engineers/common is persistently to make an appropriate physical condition that helps the client and improves his physical and mental condition. This reality made Hansard says: "We shape our structures and a short time later our developments shape us [8], and considerably more. Roger Ulrich, who is worried about the effect of the constructed condition on the prosperity of the client, agrees on that and says: "There is developing logical proof that horrible configuration neutralizes the prosperity of patients [9].In this viewpoint, the focal objective of modelers, structural architect and planners must be to improve prosperity by methods for growing real surroundings that are "mentally strong" (Ruga, 1989). The Gestalt School of Psychologists displays the criticalness of the connections between improvements for the experience we make, and the specific situation. "The most quintessential property is that our ride of our condition is very transient and sequential"[10].It is deductively sealed that the visual observation for any constructed surroundings is impacted by utilizing the development of the procurer in that condition and the acoustical level in it.

Discussion

We sink in the end the structure component additionally has sense, it just requires caution in our perspective. In the event that we regard humankind, at that point we should have sentiments towards the structure, where we could have a deal with the quality of the structure for a better future.

The common surroundings are seen the chief supply of numerous human encounters: brilliant and encompassing light, temperature, sounds, scents, and mechanical contacts. The manner in which fashioners get ready there manufactured surroundings influences every one of these boosts.

It can be closed, that what an individual does and why, and the considerations and emotions that go with those activities, are connected by certain way to collaborations with the planned condition. Our faculties go about as beneficiaries and entryways to our brains and bodies. Hence, they get any boost from the encompassing condition and affect our psyches what's more, bodies, physically and rationally. The materials as well as erection used in any designed building have a large effect on the user's perception and feeling and thus, the user's behavior.

CONCLUSION

The buildings are the synonymous of human body; the attachment of the body depends upon thinkability of our intellect system. We should have considered every single part of the building is significant as the human body in order to vitality we could not avoid any progressive way of parameter instead abide it.

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EXPLORING MUSEUM THEATRE IN GREECE AND INTERNATIONALLY AS A DISTINCTIVE MEDIUM OF COMMUNICATION FOR THE MODERN MUSEUM *

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Abstract

The “Museum Theatre” is a tool of narration and interpretation that combines both the art of theatre and communication techniques. Its purpose is to enrich and expand the communication and interpretive function of a museum or a cultural heritage site. The field of museum theatre has not been developed sufficiently in Greece, while abroad it has gone through various stages, before reaching its current form. The museum theatre strengthens museum’s communication and reception processes. It is based on traditional theatre practices as well as historical and scientific research. This paper seeks to present the forms of museum theatre, its philosophical and historical background, its structural components, techniques and aims, by mapping its function in Greece and internationally. The paper provides an overview of the history of museum theatre and its evolution from “living history” to “museum theatre”. Furthermore, it presents its features, procedures and instruments. Consequently, it discusses the evolution of museum theatre internationally and focuses on three cases studies in Greece, “A Day in Piraeus with Xantippe in 391 BC.”, “A Visit to the ‘Exhibition of the Monuments of the Holy Struggle’, April 1884”, “The Mansion of Benizelon”. The premise of this paper is that the modern museum, as an anthropocentric entity, aims at creating bridges between the exhibit and the visitor and that can generate an authentic experience for the public.

Key words: Museum theatre, Museum theatre in Greece and internationally, communication and reception processes, exhibit and the visitor.

Tracing “Museum Theatre”

“Narrating the story of the objects is the purpose of the museum’s existence”
Neil McGregor, former Director of the British Museum
(A History of the World in 100 Objects) ¹

¹ A History of the World in 100 Objects, <https://www.bbc.co.uk/programmes/b00nrt2/episodes/downloads>

Until the late 1980s, all studies related to the representation of history focused on the investigation of the “authenticity” and the “sense of the real” (Crang, 1996, Jones, 2011). The authenticity of museum exhibits is what the visitor seeks for, during their visit. Bearing this in mind, museums should begin to question whether they need to place emphasis on museum objects or on the surrounding milieu. What are the essential elements that create an authentic museum experience? The aesthetic qualities of the object or the narration that accompanies it? Undoubtedly, the interpretation of museum objects could suggest several perspectives and approaches, but the story of the object itself is what introduces the visitor to the process of thinking about and identifying with parts of the object’s narrative.

During the early period of its development, Museum Theatre was heavily criticized regarding the validity of the authenticity of its "living representations" (Venieri, 2017: 34). However, after the second half of the 20th century and because of the belief that ‘objective truth’ is a social construction or a kind of social contract, Museum Theatre became gradually accepted, since an authentic representation of the past, based entirely on real facts, was considered to be impossible, as it is not rational to expect to know the "only and authentic" truth of another era in the present (Venieri, 2017: 37). It is now legitimate for museums to perform a fictional representation of historical events in the form of Museum Theatre, because it was realized that the authenticity of the museum experience for the visitor takes precedence over the authenticity and historical accuracy of a Museum Theatre performance.

Hence, Museum Theatre found its place among other interpretive means of communication in museums and cultural heritage sites, as an innovative tool for education and entertainment within a cultural institution, enabling the audience both to communicate and interact with objects and exhibits, as well as to better understand the historical and social context related to them.

Defining the profile of Museum Theatre

Museum Theatre is a theatrical performance in a museum environment or at a cultural heritage site. Every form of Museum Theatre, not only utilizes theatrical techniques and means of artistic expression, but also attempts to provoke the viewer's emotional involvement, to move them beyond the static museum exhibits and connect them with relevant historical events.

However, Museum Theatre is not just a reenactment of the past and the story that the museum exhibit may tell us. It is also a way of communicating with the public, placing them at the centre of the museum experience (Jackson & Kidd, 2007). No other communication tool can provide a more direct, face-to-face contact with the museum audience, than the power of speech, the tone of the voice and the physical presence of the performer. Museum Theatre has the potential to give new impetus and enhance existing narratives in a more meaningful and experiential way.

The Museum Theatre performer's goal is to highlight the complexity of the human condition, often from a historical perspective and to plant the seed of thought. To offer the visitor the opportunity to challenge prior knowledge, to approach moral issues, to explore ideas from different perspectives, all while promoting participation and interaction. The experience of a vivid representation of an event or a character of another era, creates the feeling that what the visitor is watching concerns them directly and is an element of their own past, resulting in a deeper understanding of their own life (Venieri, 2017:68).

Historical background

The father of Museum Theatre is considered to be the educator Arthur Hazelius. At the end of the 19th century, in Sweden, Hazelius created the Skansen², the first open-air museum in the West, a kind of ethnographic museum. Driven by the belief that objects should be seen in their natural environment in order to maintain their interpretive ability, this open-air museum presented many aspects of the daily life of the pre-industrial society (Anderson, 1984:19). In this open-air museum, old Swedish customs were revived, while the activities of the ‘residents’ (performers), brought visitors closer to the traditions of the place, through the reenactment of everyday activities, traditional celebrations, dances, songs and various crafts.

Later, in 1929, the American industrialist Henry Ford founded an open-air museum, similar to that of Skansen and named it “The Greenfield Village”.³ Having a vision similar to Hazelius, Ford wished to revive the traditional American life: how people lived, what objects they used, and how public buildings, such as churches, town halls, courts, houses and shops, looked like in the past (Anderson 1984:28). Ford's example was followed by another American industrialist, John D. Rockefeller, who in the same year founded the epitome of open-air museums, the Colonial

²<http://www.skansen.se/en/>

³<https://www.thehenryford.org/>

Williamsburg, in Virginia⁴. His project was a whole village of 500 reconstructed and restored houses, preserving the historical significance of the city's buildings and their beauty. A few years later he employed guides at his museum, while until 1950 the museum also operated with performers who represented everyday life in 18th century Williamsburg (Anderson, 1984:33). Until 1940, we see the participation of performers exclusively in these open-air ethnographic museums. However, these first 'live performances' laid the groundwork for future Museum Theatre methods and attracted the interest of both visitors and academics, as they enabled the visitors to experience the historical reality of another era.

The first research on Museum Theatre, which led to its current form, took place in the 1980s and assessed whether this new method would fulfill educational goals and arouse the interest of visitors (Venieri, 2017:49). This resulted in the definition of Museum Theatre as "*the use of drama or theatrical techniques within the museum space in order to engage the audience emotionally and cognitively, in relation to the museum exhibitions*" (Hughes, 1998:3). The Museum Theatre is a full program that extends and enriches the museum experience, expanding the interpretive aspect of facts and objects (De Groot 2009:118-119). According to Farthing and Greenwood (Venieri, 2017:31) the Museum Theatre, in contrast to living history, is a theatrical work with characters and action that focuses primarily on highlighting the motivations that lead to specific decisions and actions, as well as drawing attention to hidden meanings and stories. Recently, it was proposed that Museum Theatre should be defined by using the term "heritage performance", aiming to include all forms of performance in places of cultural interest that are based on extensive historical research, as well as forms of interpretation of intangible cultural heritage associated with theatrical practice (Venieri, 2017:31).

Forms and characteristics of Museum Theatre

According to the International Museum Theatre Alliance (IMTAL)⁵ Museum Theatre includes the following characteristics and key elements:

⁴<https://www.colonialwilliamsburg.com/>

⁵The mission of the International Museum Theatre Alliance is "to inspire and support the use of theatre and theatrical technique to cultivate emotional connections, provoke action and add public value to the museum experience". <http://www.imtal-us.org/definitions>.

1. *Live interpretation*

Any live real-time interaction between staff and visitors at a cultural institution. This includes activities of a historical nature, ranging from presentations of historical events and traditional handicrafts to guided tours, educational workshops, and theatrical performances.

2. *Interpretation in first person*

Some archeological sites or museums use this technique. It often has a historical basis and the interpreter wears a period costume and projects the persona of a historical figure or character.

3. *Interpretation in third person*

It includes one performer. Usually, the performer wears a period costume and interacts with the audience, answering their questions freely while using his/her own perspective without performing a specific character. A basic condition is that the interpreter should be well acquainted with the historical context in which he/she performs. The difference between “first-person” and “third-person” interpretation, as Hughes points out (1998: 35), is that “in first-person” interpretation, the experience of visitors can be complete and emotionally intense, leaving deep impressions on the visitor; a process that it is unusual in “third person” interpretation”. However, in “third-person” interpretation, comprehension difficulties by the audience can be overcome, as the interpreter provides explanations during the performance.

4. *Living history*

This term is used to describe how historical environments and their contemporary inhabitants are represented. It is commonly used in outdoor museums.

5. *Reenactment*

This is a detailed representation of a historical event, such as a battle, where action, costumes and battles are observed by the audience from a distance.

6. *Role play*

This type of interpretation involves the participation of visitors who are asked to play characters in a similar style to the performers.

7. *Narration*

It can be performed by reading from a text or reciting from memory. It may also be accompanied by a musical instrument, puppets, body language and audience participation.

8. *Creative drama*

Interactions that use drama elements such as movement, imagination, role-playing games and improvisation. These interactions can complement the interpretation, but may also occur regardless of a specific context.

The evolution of Museum Theatre internationally

Discussing the evolution of Museum Theatre internationally, we should start with the Colonial Williamsburg in Virginia, the largest “live performance” museum in the United States and the only place that takes you back in time to the dawn of America.⁶ Everyday life is reenacted, as it would have been in the 18th century. The village offers an authentic experience to visitors, as they have the opportunity to better understand the history and tradition of the country, learning the way of life of the inhabitants, by singing, dancing, eating and having fun with characters of that era.

The Boston Museum of Science has also included Museum Theatre in its curricula since 1985, as a means of interpretation, considering it an important tool for museum communication. On occasion it has presented up to six performances per day.⁷

The British company Past Pleasures was founded in 1987 and is currently the largest company in the production and supply of “historical representation” programmes in Britain.⁸ Since its inception it has collaborated with the Historic Royal Palaces and has also created programs for the Tower of London, Hampton Court Palace, Dover Castle and other monuments, buildings and sites. The programmes created by Past Pleasures include storytelling, historic clothing and

⁶<https://www.colonialwilliamsburg.com/>

⁷<https://www.mos.org/>

⁸<http://pastpleasures.co.uk/>

improvisations. The actors, following intense training and extensive research, impersonate not only well-known kings and important historical figures, but also ordinary people such as servants and craftsmen, whilst the visitors interact with these characters.

The evolution of Museum Theatre in Greece

The use of Museum Theatre in Greece is not widespread. Until the 1990s it was rather a combination of theatrical play and educational drama, than the typical Museum Theatre. The first example of a Museum Theatre performance in Greece was the program “Clay, shells and dreams”, held by the Archaeological Museum of Volos in 1999. The aim of the project was to initiate children’s response to intercultural issues related to the life of people in both prehistoric times and contemporary times (Sextou, 2007:93).

“Heterotopia” is the first museum theatre company in Greece. Its mission is to “*bring to life the cultural heritage by supporting the educational, recreational and communicative role of museums for adults and children*”.⁹ During the summer of 2017, “Heterotopia”, in collaboration with the Ephorate of Antiquities of Western Attica, Piraeus and the Islands, presented the project “*A day in Piraeus with Xanthippi in 391 BC*”, based on the significant archaeological discovery of 126 ancient underground structures with which the inhabitants of Piraeus secured their water supply throughout classical and Roman antiquity. Some of the underground structures were located at the archeological site known as the “Inn of Xanthippi”.¹⁰ The goal of this programme was to highlight in a novel way the archaeological findings, to provide information about the water supply system in ancient Piraeus, to acquaint the public with different aspects of ancient life and to encourage the active participation of visitors in an engaging and entertaining process. Additionally, the project helped the promotion of the archeological site and the communication of recent archaeological research outcomes in a simple and comprehensible way to different groups of audiences (adults, families, students, the elderly).

The archaeologist and research consultant of the project noted the enthusiastic response of the public to this performance. The authenticity, the innovation in the approach and the remarkable public reception are important motivations for a museum or an exhibition to choose Museum Theatre as a means of communication with its audience. A performer, actress, screenwriter and

⁹<https://heterotopia.gr/about-us/>

¹⁰<https://heterotopia.gr/news/astikes-pyles/>

co-founder of “Heterotopia” claims that although the issue of museum performances is not an easy one, the importance of approaching the history in a different manner and the urge to research and reflect upon the subject matter is most rewarding for all parties: the designers, the performers and the participants. This new narrative method, when added to the traditional approach to history, by acknowledging the significance of the sources and respecting the original material, stimulates the interest of the audience and engages them critically to explore and interpret a historical event or character.¹¹

The programme “*A visit to the Exhibition of the Monuments of the Holy Struggle, April 1884*” was implemented in October 2015 at the National Historical Museum of Athens and was inspired by an exhibit chosen from the museum collection (Venieri, 2017:228). The programme was designed using the methods of pre-planned physical participation (walking performance), first-person interpretation and negotiable interaction (a technique which promotes reflection and improves the recall of emotions) (Venieri, 2017:237). The performance focused on the reactions of a female visitor (the performer of the Museum Theatre piece) to an 1884 exhibition, who was only aware of some facts about the struggle. Presenting different museum exhibits during the performance, the visitor/performer commented on them and shared her reflections with the public. The innovative project, dealing with several issues (historical, museological, political, social and cultural) was a great success, since it achieved its main objectives, which were the enrichment of the museum exhibition, a new perspective of teaching history, the critical engagement of the public and the pleasant experience of edutainment (entertainment and education).

The last case study presented in this paper is “*The Benizelon Mansion*”, the oldest surviving house of the Ottoman period in Athens, a unique example of Ottoman architecture. The designing of the project did not place so much emphasis on the people who lived in the area, but rather upon their way of living at that time, along with their ideas, concerns, and other aspects of life.¹² In the case of the *Benizelon Mansion*, the exhibit is the house itself. A true challenge for the performers was the fact that they were called upon to interpret a sensitive period of Athens’ history under the Ottoman rule and to carefully process sensitive aspects of its political and social life. The main role of this performance was the character of Saint Philothei of Athens (16th century A.D, birth

¹¹<http://www.avgi.gr/article/10971/8209677/mia-mera-ston-peiraia-me-ten-xanthippe-to-391-p-ch->

¹²<http://archontiko-mpenizelon.gr/el/>

name Rigoula or Revoula Benizelou), a woman with a strong philanthropic attitude, a unique revolutionary personality, an early 'feminist', who sacrificed her life in providing for the poor people in her hometown.

CONCLUSION

The modern anthropocentric museum aims to create a bridge for communication between a museum and its audience. The reinvented museum intends to provide an authentic experience to the public in every aspect, to deal with emotional, cognitive and psychological elements. What the modern museum aims to do is to create a new narrative and a new method of presenting it, in order to meet the visitor's needs. Trying to attract new audiences and to create authentic experiences for them, museums of the 21st century find the Museum Theatre experience an extremely interesting and creative way for an innovative communication with the audience. Museum Theatre appears to have the ability to make connections between the material evidence of a museum collection and its intangible aspect, enriching the typical museum interpretation of its objects, provoking an ongoing dialogue between the visitor and the exhibit, enhancing the visitors' interaction with the collections and mobilizing their desire for knowledge.

Museum theatre performances, possessing the dynamics of the traditional theatre (familiar to the audience) and following the typical museum design and style, can work positively towards a participatory, interactive, engaging, people-oriented museum, contributing to a most rewarding museum experience for every visitor.

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BIBLIOMETRIC APPROACH ON CREATIVE ACCOUNTING AND THEIR NEGATIVE EFFECTS

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Abstract

The research has the main objective to briefly review of the aspects approached at international level regarding the role of creative accounting in the life of an economic entity and the impact on the information users. To achieve this goal, we used as a research method an analysis of approximately 50 scholarly articles indexed in international databases, such as Science Direct, Scopus, Emerald, Springer. The analysis is focusing on a longitudinal classification of articles, the period analyzed is between 2005-2020; we also made a selection of these articles, by searching them by the keywords "creative accounting and fraud". Previous literature is intensely researched on this topic for a better understanding of the phrase "creative accounting" and the term "fraud", but also the border between them which is easily detectable, the two terms being diametrically opposed, but the economic life being a very dynamic one, confusion between the two terms is easily created, which is why we find them in the literature from the past to the present. Also, an unanimously accepted conclusion has not been reached at international level in order to establish as precisely as possible the border between creative accounting and fraud and what they represent or their basic principles.

Keywords: creative accounting 1; fraud 2; financial statements 3; users of informations financial 4; negative effects 5;

FAMILY AS A SITE OF INFORMAL CULTURAL SOCIALIZATION AND PARTICIPATION FOR YOUNG PEOPLE: THE CASE STUDY RESEARCH IN THE REGION

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Abstract

National and cultural identity of the young people is being shaped by many various aspects, the most significant being economic conditions of the country and region, national, regional and local cultural policies, the socio-cultural environment of the specific region, and multiple interactions in the framework of the procedural model “family – school – society”. The space of family is the primary source that provides communication with culture for children and young people. Home and family are seen as one’s own space, which is fundamental in the process of self-identification and in the formation of self-awareness. Simultaneously, it is also a unique place for “recovering one’s own identity” in the world of rapidly growing globalization tendencies and transformations in society. The paper is aimed at the exploration of family settings as a site of young people’s informal cultural socialization where the role of different generations in co-production of meanings of cultural identity, tradition, heritage and participation takes place. The data have been obtained in two stages: 1) via in-depth semi-structured interviews conducted individually with twenty pupils of the rural school in one of the regions of Latvia in spring 2019 and 2) via in-depth semi-structured interviews conducted with four previously interviewed pupils and with their family members, thus including in the research representatives of three generations; the second phase of the research was carried out in 2019 – 2020.

JEL Classification: I0, I2, D6, Z1

HOW CAN RESTORATION PRACTICE CONTRIBUTE TO THE COMMON PURPOSE OF TRANSMITTING THE PAST? POSSIBLE INVOLVEMENT IN SAVING THE VALUABLE PIECES FROM WOODEN CHURCHES

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Abstract

How important are the choices made by the conservators in the conservation-restoration process and how much it affects the selection and the way in which the stories of the past are brought to the present and are projected in the future. Can make sure that the selected material has relevance for today's society?

So far, there has been studies upon the historical endowment of wooden churches and their conservation measures, but the research omits the value of the objects of worship that belong to them, on which there has been sparse research.

Objects of worship from wooden churches with historical value can represent art pieces, in which the religious tradition and the artistic idea have been harmoniously associated, and must be introduced into the scientific circuit.

As arguments in favor of introducing into the scientific circuit some objects of worship, and can be representative for the artistic processing of metals, is included a presentation of two such pieces, unknown and which had undergone the process of intervention through conservation methods and safeguard proposal.

Keywords: conservation, wooden churches, ecclesiastical objects, cultural value, preservation strategy

Introduction

Are the choices that conservators make in the process of conservation/restoration as important in making history as are the decisions made by archaeologists, museum curators or historians? How can restoration practice contribute to the purpose of communicating the stories of the past in the present as well as in the future?

The way we convey the past is affected by many elements. The process of selection of artifacts in the fieldwork submitted by archaeologists is just as important as the choices made by the conservators in the conservation-restoration process and greatly affects the selection and the way in which the stories of the past are brought to the present and are projected in the future. How do we make sure that the selected material has relevance for today's society?

So far, there has been studies upon the historical endowment of wooden churches and their conservation measures, but the research omits the value of the objects of worship that belong to them, of which there has been little talk.

The risks that affect the buildings are discussed, but the action of these dangers on the heritage formed by the liturgical objects are largely neglected. The icons, mural painting, painters of various periods or old books were studied, but about the most important objects on the altar table, such as the chalice, the disc, the cross, the ark, the candlestick, there has been sparse research.

The preservation of the wooden churches and their valuables

The scientific valorization and protection of the cultural material heritage, whose part are the goldsmith's pieces with artistic and historical value executed by goldsmiths, be they silversmiths or blacksmiths specialized in the artistic processing of noble and common metals, must become a priority. The metal pieces belonging to the wooden churches can have the same historical and cultural value as the places to which they belong, but without receiving the necessary attention, from both the owners and the researchers, be they art historians, museographers or restorers.

Cult objects made of metals, noble or common, embody a great variety of decorative compositions and working techniques, expressing the patronage's favor, as exponents of the local elite, but also the church's preferences in beauty and subtlety. Their research, the intervention through conservation and restoration methods and the proposal of safeguard measures becomes increasingly accentuated, with the passage of time. Existing documents on metal cult objects refer to individual research, but more extensive research would bring clear benefits, to which conservatives work would contribute.

The preservation of the wooden churches as heritage monuments and the preservation of the heirship that belongs to them and which would contribute to the completion of their historical and cultural path, is the subject of an important, multidisciplinary discussion, on the reason why they should be saved, from the spaces which have gradually become abandoned by the community, clerk and specialists, in spaces where they are known and valued. The essential motivation is the preservation of the cultural identity of the region, for the local and national community, to which,

the restoration specialists can contribute along with art historians and museum curators, in proposing solutions to save the cultural heritage formed by the ecclesiastical objects.

The post-war period, especially after 1948, was dramatic for the Romanian rural area, the communist power proved to be far more capable than the Austrian administration of destroying customs and social systems. After 1989, the new generation of disruptive factors, those due to the "market economy", appeared. Western culture emerges, against which each villager understands what he can or wants. With the free movement, especially after the 1990s, the problem of valuable objects such as icons, cupboards, potting, royal doors, etc., disappearance from the patrimony of the old places of worship, arose from ill will or ignorance.

Strategy to protect the cult object with historical value

Even today, the heritage formed by the objects of worship with historical value of wooden churches is not part of an intervention strategy, which also includes the salvation of cult objects, be they metal or other typology, of historical and artistic value. Potential strategies for protection should include not only saving valuable pieces of worship through individual initiatives, but coherent strategies that organize the way all heritage, both immobile and mobile, is kept and preserved as a whole. Here the work of art historians, museographers and conservators is essential.

In developing a strategy for safeguarding metal objects from the patrimony of wooden churches, the first step is making an inventory of cult objects with historical value, which are identifiable landmarks for traditional and religious culture, and which can contribute to a complex picture of the historical and artistic evolution of the goldsmith's field. This activity of listing all the objects of worship, examination and dating, to correctly establish the inventory of the objects of worship of historical value, often invaluable (icons, chalices, candlesticks, liters, plates, old book, etc.), involves the collaboration of the owners and researchers, art historians and conservators.

Those objects that represent art pieces, in which the religious tradition and the artistic idea have been harmoniously associated, can be introduced into the scientific circuit. Subsequently, the activity of the conservators intervenes for the general evaluation of the conservation status of the objects and proposal of conservation solutions.

In order to present arguments in favor of introducing into the scientific circuit some objects of worship, in which the religious tradition and the artistic idea have been harmoniously associated and which can be representative for the artistic processing of metals, we present two such pieces.

Objects of worship with historical value of wooden churches – two chalices

The chalice belonging to the wooden church with the dedication "Devout Paraschiva" in Crivina de Sus, Timis county, western region of Romania.

It has a harmonious form and baroque influences in the motifs and decorative techniques used. It is made of silver bronze, gilded inside, partially cast and obtained by the technique of hammering and chiseling. The cup is cylindrical, encase in ornamentation made in the technique of hammering, representing six gilded flowers of roses. The spindle of the profiled leg rests on a hexalobed sole decorated with floral elements identical to those on the cup, executed in the same technique.

The chalice was dated between the end of the eighteenth century and the beginning of the nineteenth century.



The object was in good condition, the metal core was not corroded and with very good mechanical strength. It had adherent deposits of dirt and dust as well as deposits of fat and wax due to the use, especially on the floral decoration of the sole. The piece was partially coated with surface oxides specific to the material from which it is made.

On the ornamentation of the cup there is a deformation and a circular crack that follows the shape of the cup and the cup

does not adhere to the support leg, presenting a pronounced inclination that makes the cup unusable for liturgical use. The crack may have occurred during the manufacturing process but it may be

subsequent; in attempt to support the cup, the ornamentation was hammered and caused the crack, which would also explain the existing deformation in the ornamentation.

To determine the composition of the materials analyzes were performed using fluorescence spectrometry (XRF). Then the conservation operations were performed, including surface degreasing using organic solvents, chemical treatment of the object - wet treatment and neutralization, mechanical removal of wax deposits by hot method. The cup was fixed upright by using an epoxy resin and the object was preserved by filming. The proposal was made to keep in a stable environment at 18-22°C and humidity 45-60%.

The chalice belonging to the wooden church with the dedication "Devout Paraschiva" in Poieni, Timis county, western region of Romania.

It is made of brass, plated, in the technique of casting and engraving. On its cup are engraved in the main plan the Savior, the Holy Mother, John the Baptist and the Crucifixion of the Lord, icons that are displayed on the altar of the church. Between these representations, the connecting element is the Holy Cross, framed in a rhombus and flower stalks. The funnel-shaped knot has engraved decorative elements and the circular sole, flared pyramidally to the base, has engraved eight floral motifs and geometric elements.

The chalice was dated between the end of the 19th century and the beginning of the 20th century, considering the typology of the piece, possibilities and technological processes of the different periods and materials used in the manufacturing.



The object was in good condition, the metal core was not corroded and with very good mechanical strength. The metallic surface presented a discontinuous and uneven layer of mechanical products (dirt, grease, wax) and corrosion products specific to copper, oxides that caused the blackening of the object. Especially the inside of the cup was degraded in a more advanced state due to its use, under the influence of the liquid content.

Throughout the entire surface of the piece there is a reddish brown to dark black patina due to the specific corrosion products of copper. Due to the use, the silver foil is completely missing in the upper part of the sole and in a lesser extent on the rest of the sole.

To determine the composition of the materials analyzes were performed using fluorescence spectrometry (XRF). Based on these, the conservation operations were performed, including surface degreasing using organic solvents, chemical treatment of the object - wet treatment and neutralization and mechanical removal of wax deposits and by hot method. The adhering dirt deposits were removed by using steel wool, all over the surface of the glass, with fineness so as not to cause the object to be scratched. The physical and chemical treatment was applied until the piece was completely cleaned, especially inside the cup, which has obvious degradation due to its use. Then the preservation was done by filming and the proposal to keep of the object in a stable environment at 18-22°C and humidity 45-60%.

Conclusion

Objects of worship from wooden churches with historical value can represent art pieces, in which the religious tradition and the artistic idea have been harmoniously associated and must be introduced into the scientific circuit. Silversmith pieces can bring a lot of information about decorative compositions and working techniques, but little is researched. It can be brought into

attention with the implication of the conservators and the intervention through specific conservation-restoration procedures.

There is a real chance to integrate the wooden churches, in a network of objectives in cultural tourism, as objects of popular ecclesiastical architecture having a heritage of historical and cultural value assets.

In order to value them both as heritage monuments and owners of valuable historical pieces, it is necessary the rectification of mentalities in which art historians and conservators as professionals play an important role along with decision-makers, professional associations and higher education institutions.

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EUROPEAN IDENTITY: THEORETICAL PERSPECTIVES

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Abstract:

Within the process of constant change and reconfiguration of the political, economic and socio-cultural surrounding, the quest for national and transnational identity has intensified. On the other side, the academic debate on identity (in general) and on European identity (in particular) has become a topical subject for researchers in different fields, from anthropologists, sociologists, political scientists and historians to geographers, psychologists and philosophers. Although the debate on Europe has become multidisciplinary, the literature does not provide clear answers to the questions raised by the European issues. In this context, questions such as: "What is the European identity?", "How does the European identity function in relation to other components of human identity?", "To what extent does the presence of the Other generate the creation of a common European sense of belonging?" remain open and require further clarification. The main aim of this article is to discuss the main theoretical perspectives on the concept of the European Identity as highlighted in the current literature.

Key words: European Identity, theories for European Identity.

ICT CLUSTERS IN ROMANIAN REGIONS: GAINING COMPETITIVE ADVANTAGE THROUGH LOCATION

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Abstract:

The current economic paradigm is a constantly developing one in the context of amplifying the complexity of information technologies and the importance of integrating them into business. From this point of view, we can understand that failure to adapt to the existing conditions ultimately means the regress and disappearance from the market. For this reason, more and more organizations, both business, public administrations, research institutes and universities, as well as society en bloc, are approaching similar perspectives and common strategic visions to achieve the desired results. Starting from a common need, the clusters were born with the aim of having an integrated approach on the development environment and a strategy that confers multiple benefits to the society as a whole. Against this background, the paper aims to identify the impact that the extension of Information and Communications Technology sector in Romania has on the development of clusters. The analysis method includes an investigation of the current situation of the Romanian businesses spatial agglomerations in the ICT sector, using the location quotient for the 8 development regions that were approached in a comparative way. The results of the research show that most clusters have shown growth and dynamism in those regions where there is latent potential that can be activated and exploited. Also, the research has shown that the ICT sector, through the synergistic potential of the companies that represent it, can be the lever that Romania needs to aspire to obtain the sustainable competitive advantage at both European and global level.

Key words: cluster, ICT, spatial agglomeration, location quotient, regions, Romania

CZECHOSLOVAK EDUCATION BETWEEN THE YEARS 1968 AND 1989 IN THE CONTEXT OF AN OPPRESSED CIVIL SOCIETY

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Abstract

The aim of the paper is to extend current knowledge of the Czechoslovak education between the years 1968 and 1989 in the context of an oppressed civil society.

The text is divided into three main areas. The first one summarizes the development of civil society in the 20th century with an emphasis on the communist regime. The second thematic unit focuses on the methodological approach to the research and explains the concepts of civic and political participation, including an explanation of the connection between research interest in civil society and the extracurricular activities of teachers between 1968 and 1989. The third part presents specific examples of extracurricular activities of teachers.

The conclusion of the paper summarises the results of the research which, according to Guasti categorization, finds extracurricular activities of teachers primarily divided into civic conventional participation (e.g. Juvena, Union of Youth and Pioneer Clubs) and civic unconventional legal participation (legal demonstrations), civic unconventional illegal activity (illegal strikes), controlled aggregated political participation (support of municipality) and individual political participation (political elections).

Key words: communist regime, 1968 – 1989, civil society, education, teachers

1. Introduction

The aim of the paper is to extend current knowledge of the Czechoslovak education between the years 1968 and 1989 in the context of an oppressed civil society.

Since the 1950s, the Communist Party of Czechoslovakia perceived the profession of a teacher as an instrument by which it could easily ideologically influence and educate the younger generation of later citizens of the state¹. It was therefore of the utmost importance that not only the management of the entire school sector, but also its individual staff, became a subject of strict

¹ It can be confirmed on the basis of the composition of KV KSČ Olomouc from 1957, when the school institutions were incorporated under the III. Department of Propaganda, Agitation, Education and Culture. More in: HUBÁLEK, Tomáš, *Normalizace a její reflexe v sekundárním školství v Olomouckém regionu*. Disertační práce, Ústav pedagogiky a sociálních studií, Univerzita Palackého v Olomouci, s. 55.

supervision, which was based on legislation and decrees issued between the years 1960 and 1973².

For our research, the most important extracurricular activity regulations that the teachers had to take into consideration from the first working day when they signed a promise to the ruling party to properly fulfil their responsibilities³, which included education of pupils in accordance with the ideology. "... to become the primary actors in the field of extracurricular youth education, especially on Saturdays and Sundays, so that this activity is an integral part of their workload."⁴

2. Problem Statement

In this paper we introduce extracurricular activities participated by teachers that we consider as an example of participation in the oppressed civil society in the period of so-called normalization.

3. Research Questions

What was the socio-political status of teachers between the years 1968 and 1989? What was the development of civil society between the years 1938 and 1989 with an emphasis on the Communist era? How did the teacher participate in the extracurricular activities of pupils and students?

² In 1972, a legal decree was issued allowing the examination of working abilities of teachers of I. and II. cycle, which detected mainly the percentage of teachers in KSČ, the length of their membership, class origin, length and type of party studies and various ideological training. The results subsequently shaped the teachers' cadre profile and influenced him/her in deciding on possible promotion or professional degradation. More in:

ÚV KSČ, fond 02/1, sv. 82, ar. j. 78, list 74-83.

HUBÁLEK, Tomáš, *Normalizace a její reflexe v sekundárním školství v Olomouckém regionu*. Disertační práce, Ústav pedagogiky a sociálních studií, Univerzita Palackého v Olomouci, s. 58–63.

KASPEROVÁ, Dana. *Československá obec učitelská v kontextu reformy vzdělávání učitelů (ŠVSP) a reformy školy*. Vydání první. Praha: Academia, 2018. 530 stran. Historie. ISBN 978-80-200-2860-0.

³ "... I commit myself to develop an international sense of youth and to deepen friendships with socialist countries, especially the Soviet Union. I am aware that through my personal life, attitude and behaviour, participation in public life, I have a profound influence on the behavior of pupils (pioneers and sparks) and the closest public..." More in: Pracovní řád pro pedagogické pracovníky a ostatní pracovníky škol a školských zařízení, pro které plní úkoly organizace vyplývající z pracovních právních vztahů národní výbor. *Epravo.cz* [online]. [cit. 2019-11-03]. Retrieved from: <https://www.epravo.cz/vyhledavani-aspi/?Id=36645&Section=1&IdPara=1&ParaC=2>

⁴ ÚV KSČ, fond 02/1, sv. 84, ar. j. 80, list 319-320.

4. Purpose of the Study

The traditional establishment and prosperity of civil society dates back to the second half of the 19th century. Its further expansion continued after the establishment of the Czechoslovak Republic in the period between the years 1919–1938, when the associations appear to be better organized, functional and members more active.⁵

The associations were gradually differencing in connection with the growing tension in society caused by different views on national and social interests of individual ethnic groups, which escalated in the period of the Czecho-Slovak Republic (from 1st October 1938 to 14th March 1939).⁶

Since 15th March 1939, in the newly created Protectorate of Bohemia and Moravia, the Czech lands were "octroyed" by the Nazis not only geographically, but also militarily and politically. The democratic political system was liquidated, some basic human and civil rights and freedoms were withdrawn, and volunteer associations were abolished or at least their functionality was reduced. The state artificially created and centralized organizations that fully controlled the civil society.⁷

The post-war euphoria and joy of the newly created independent state following the First Republic tradition led to the efforts to restore free civic activities and organizations. However, the same enthusiasm was not shared by the Communist Party, which, on the other hand, delayed their development and attempted to preserve centralized organizations from the previous period, which later helped it to assume power by controlling citizens' civic activities.⁸

After the 1948 elections, the Communists' goal was the gradual liquidation of political and social opposition.⁹ The ruling party was given greater scrutiny over the establishment of new organizations following the abolition of the reporting obligation and passed the permits to public

⁵ SKOVAJSA, Marek a kol. *Občanský sektor: organizovaná občanská společnost v České republice*. Vyd. 1. Praha: Portál, 2010, s. 54–57.

⁶ TOMEŠ, Josef. *Národní demokraté proti Mnichovu. O jedné méně známé kapitole z boje na obranu republiky roku 1938*, s. 116–138. In: KOHNOVÁ, Jana, ed. a HOLUBOVÁ, Barbora, ed. *Československo: sto let zápasů o ideály státu: XXXI. letní škola historie*. Praha: Univerzita Karlova, Pedagogická fakulta, 2019. 164 stran. ISBN 978-80-7603-049-7.

⁷ Více v: MÜLLER, Karel B. *Češi a občanská společnost: pojem, problémy, východiska*. 2. vyd. Praha: Triton, 2003, s. 191–200.

⁸ RÁKOSNÍK, Jakub, *Interpretace cest k únoru 1948*, s. 139–140. In: KOHNOVÁ, Jana, ed. a HOLUBOVÁ, Barbora, ed. *Československo: sto let zápasů o ideály státu: XXXI. letní škola historie*. Praha: Univerzita Karlova, Pedagogická fakulta, 2019. 164 stran. ISBN 978-80-7603-049-7.

⁹ More in: Zákon č. 68/1951 Sb., o dobrovolných organizacích a shromážděních. *Zakonyprolidi* [online]. [cit. 2019-11-03]. Retrieved from: <https://www.zakonyprolidi.cz/cs/1951-68>.

authorities that abolished politically and ideologically inappropriate organizations, converted liberal democratic leadership for pro-communist one, or incorporated them into major unions (Revolutionary Trade Union Movement, Farmers' Union, the Czechoslovak Youth Union or the Czechoslovak-Soviet Friendship Union), which, together with scientific societies or artists unions, became part of the so-called National Front.

The year 1968 gave space to the expansion of civic activities that were interrupted by the arrival of the Warsaw Pact troops and the subsequent consolidation of the Communist regime. If citizens wanted to be politically active during the follow-up period of the so-called normalization between 1968 and 1989, they could choose either the way of official aggregated, individual political participation or the way of unconventional civic participation in the form of some anti-state organization. (e. g. the Charter 77 movement seeking international attention to anti-Helsinki negotiations of the government of Czechoslovakia).¹⁰

In the 1980s the defiance grew into public gatherings and gave rise to the Civic Forum, organization building the foundations for the new democratic regime of the Czech Republic.

5. Research Methods

Using mixed methods of qualitative and quantitative research, our aim was to analyse the course and specific impacts of normalisation in Czechoslovakia on teachers and their relationship to civil society. Since we touch the area of history, pedagogy and political science, we had to use research methods from all three areas.

Using quantitative design we worked with archive sources, primary and secondary literature and internet sources.¹¹ We compared this information with other documents of different nature, focusing on the method of micro-analysing and the method of oral history on the micro-history (also sometimes used the term history of everyday life).

¹⁰ CÍSAŘ, Ondřej. *Politický aktivismus v České republice: sociální hnutí a občanská společnost v období transformace a evropeizace*. 1. vyd. Brno: Centrum pro studium demokracie a kultury (CDK), 2008, s. 9–16.

¹¹ More in: VANĚK, Miroslav a kol. *Orální historie: metodické a "technické" postupy*. 1. vyd. Olomouc: Univerzita Palackého, 2003. s. 6.

We also used the definition of civil society and civic participation by Petra Guasti, where the author presents a successful typology of the concepts of civic participation and political participation. The former is divided into conventional participation (non-profit organizations focusing on e. g. health, sports, educational and leisure activities for children and youth) and unconventional participation further divided into legal, petitions or permitted demonstrations, and illegal (illegal strikes, disturbances against public order). On the other hand, it divides political participation into aggregated participation (in traditional political organizations, i.e. trade unions or political parties, and in new political organizations that strive to influence politics, such as ecological and environmental groups) and individual participation in terms of participation in elections and in referendums.¹²

The aforementioned classification is primarily realized in democratic regimes, which constitutionally permit civil society and, with greater or lesser interest, support it.¹³ However, we would use it to make the individual extracurricular activities of teachers during the period of normalization between the years 1968 and 1989 more transparent and schematic.

6. Findings

Civic and political participation of teachers

The civic participation was expected from teachers who had to fulfil it as part of engaged cultural activities, which included participation in singing, dancing or theatre ensembles, as well as participation in agricultural gathering of hops, potatoes or beet, which originally served in the 1950s to boost the economy by involving university students in manual work, while also using the events for communist propaganda. Despite the aspect of the forced execution of these works, witnesses view them positively. Joy of work, stay in nature and new experiences according to testimonies overshadow the negative ideological character of the activities.¹⁴

¹² GUASTI, Petra. *Povaha občanské společnosti v České republice v kontextu střední Evropy*. 1. vyd. Praha: Sociologický ústav AV ČR, Sociologické disertace, 2007, s. 19–20.

¹³ Here we refer to the post-November dispute over the function of civil society between Václav Havel and Václav Klaus. More about the dispute in the publication: KUNŠTÁT, Daniel a kol. *25 let české demokracie očima veřejnosti*. Vydání 1. Praha: Academia, Společnost; sv. 9, 2014, s. 41–45.

¹⁴ ZOUNEK Jiří, Michal ŠIMÁNEŠ a Dana KNOTOVÁ, *Cesta k učitelství v socialistickém Československu pohledem pamětníků*, *Studia paedagogica*, roč. 21, č. 3, rok 2016, str. 150.

After signing a promise (see above) and taking up employment in educational institutions, the pressure on state-ordered civic and political participation and leisure activities increased. What extracurricular organizations could teachers be involved in? In the dissertation of historian Hubálek we can find a synopsis of the nine most important organizations between the years 1960 and 1989: Union of Working Youth, Czech Campers Union, The University Students' Union, Juvena - Union of Czech-Moravian Rural Youth, Pioneers, Union of Youth Clubs, Junák, Union of Polish Youth.

Due to minimal cooperation with educational organizations, we will no longer focus on the Union of Working Youth (focusing more on factories and agricultural cooperatives) and the Czech Campers Union (focusing on tourism, winter and summer camping). In both organizations we also find a low level of ideological demagoguery.

The Union of Youth Clubs created a versatile interest activity for the wide circle of youth. Participation was voluntary and the curriculum emphasized socialism, democracy and human rights. Ideological influence was admitted, but it was not considered as the main objective of the organization.¹⁵

The University Students' Union was established on 11th June 1945 from the Student National Committee. The most important for us are its branches cooperating with the faculties of education in Czechoslovakia involved in the education of future teachers, who required their students to participate in compulsory part-time jobs.

Juvena brought together rural pupils and students and thus created a space for rural teachers in organizing sports, cultural and social life in municipalities. Teachers through Juvena were able to motivate youth to participate in public life.

The Union of Secondary and Vocational Schools set a program to increase its members' interest in public, political and social issues through lectures in schools and granting of scholarships, which were not reachable without cooperation with the teaching staff, that provided information on the pupils (e. g. as well as candidates for literary or sports competitions organized by the Union).¹⁶

¹⁵ HUBÁLEK, Tomáš, *Normalizace a její reflexe v sekundárním školství v Olomouckém regionu*. Disertační práce, Ústav pedagogiky a sociálních studií, Univerzita Palackého v Olomouci, s. 68-71.

¹⁶ HUBÁLEK, Tomáš, *Normalizace a její reflexe v sekundárním školství v Olomouckém regionu*. Disertační práce, Ústav pedagogiky a sociálních studií, Univerzita Palackého v Olomouci, s. 68-71.

After its re-establishment on 29th March 1968, Junák quickly gained a membership base and thus great influence in the state. Communist Party of Czechoslovakia was well aware of, and because it could not effectively control Junák's actions, it decided to abolish Junák on 15th September 1970 and left the place for the Pioneer organization, which promised close cooperation.¹⁷

If the official state ideological demagogy of the above-mentioned organizations appeared to a lesser extent or was incorporated only in the official curriculum of the movement, in Pioneer we can see the closest connection with the Communist Party of Czechoslovakia and also the greatest supply of socialist ideology through participation in events supporting the ideas of the Communist Party. In this mass leisure time organization we can see the closest connection with the school and the teaching staff. Teachers became head of the Pioneer clubs during their university studies, when they held competitions, trips, brigades, pioneer processions and singing performances at official events.¹⁸

The Union of Polish Youth is territorially limited to the north of the Olomouc and Moravian-Silesian Regions. Under the 1947 Friendship Agreement between Poland and Czechoslovakia, minority education was developed in connection with the founding of the Polish Youth Association and the Polish Cultural and Educational Association, aimed at controlling the Polish minority and creating a „*certain space for cultural activities and to a limited extent, the economic activities of the Polish minority, to ensure its representation in the state administration and minority education*“ Due to the Polish Solidarity movement, supervision of both organizations was strengthened, but sports and music events for Polish youth were supported.¹⁹

It should be noted that membership in the above-mentioned organizations was very important for the pupils and students, as it was included in the recommendation for admission to study at secondary schools and universities. Non-participation in extracurricular activities could be seen as a reluctance to cooperate with the regime. This factor in turn led the teachers to

¹⁷ ŠANTORA, Roman et al. *Skautské století: dobrodružný příběh 100 let českého skautingu*. 1. vyd. Praha: Junák - TDC, 2012, s. 177-196.

¹⁸ ZOUNEK Jiří, Michal ŠIMÁNEŠ a Dana KNOTOVÁ, *Cesta k učitelství v socialistickém Československu pohledem pamětníků*, Studia paedagogica, roč. 21, č. 3, rok 2016, s. 147, 149, 151.

¹⁹ GAWRECKI, Dan. *Dějiny Českého Slezska 1740-2000*. II. Opava: Slezská univerzita, Filozoficko-přírodovědecká fakulta, Ústav historie a muzeologie, 2003, s. 496-501, 518.

participate in these organisations and support their functioning on the initiative of personal morality.²⁰

7. Conclusion

It is clear from the above categorization by Guasti that during the normalization period, teachers were primarily involved in civic conventional participation in „voluntary social organizations“, which were mass in nature and guarded and managed by pro-communist officials. We would include the associations of Juven, Union of Secondary and Vocational Schools, Junák, Union of Polish Youth, Union of University Students, Union of Youth Clubs and Pioneer. Cooperation with these organizations was required by teachers from the legislation. Pupils and students were also interested in participating in organizations, thus improving the assessments required for entrance examinations at follow-up educational institutions.

During the period from February 1967 to August 1968, some teachers were active in civic unconventional legal participation related to the liberalization of society and participation in peacefully guided anti-regime events, which, however, had implications in the form of lower sanctions during job interviews in 1969 (prohibition of teaching civic education and holding the position of class teacher or transfer to another educational institution). Those teachers who resorted to civic unconventional illegal activities awaited severe prosecution and often a ban on doing any work in the education sector.

The voluntary participation in political aggregated participation is difficult to discuss. Membership in the Communist Party of Czechoslovakia was welcome for work as teachers, but it was not a condition, many teachers did not join the party all their lives, but had to count on more rigorous supervision of their work from school management and colleagues who did not hesitate any inappropriate ideological- report political influence on the young generation. On the other hand, political individual participation, both direct and indirect, in the form of a selection only from the Communist Party of Czechoslovakia or the Czechoslovak People's Party clearly marks a cut of civil rights, political pluralism and, consequently, of whole democracy.

²⁰ ZOUNEK Jiří, Michal ŠIMÁNEŠ a Dana KNOTOVÁ, *Cesta k učitelství v socialistickém Československu pohledem pamětníků*, Studia paedagogica, roč. 21, č. 3, rok 2016, s. 151-152.

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FACTORS INFLUENCING TEACHERS' ABSENTEEISM IN INDIAN PRIMARY SCHOOLS : A MIXED METHODS STUDY

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Abstract :

This study will identify various factors resulting in teachers' absenteeism in Indian primary schools using mixed method approach. The study broadly underlines three main objectives : To find the rate of absence of primary school teachers of three consecutive years (2016 to 2019). To identify the factors influencing teachers' absenteeism. To compare the results obtained through qualitative and quantitative methods. The study will explore absenteeism among teachers on three main variables Teacher-level (demographic details, educational qualification, type of leave availed, leave policy, pay scale, mode of commutation to school, caring responsibilities), School level (School Infrastructure, head teacher, School size, region) and Monitoring and remoteness variables (Number of Parent teacher meeting, Inspection of school, Road within 1 km from school. The sample of the study includes Gujarat state where teacher absenteeism rate was noted 16.7%, in 2017. Using random stratified sampling method one districts (Amreli) from Gujarat will be included in the study. The attendance record of three years (2016 to 2019) of the teachers from 120 schools out of 729 schools will be obtained from the local body office. To address the second objective of the study the mixed method approach will be used. For the quantitative part, teachers' reason for remaining absent will be found from the records obtain on their attendance and for the qualitative part, a sample data set contains of the district primary education officer, ten randomly selected school principal/ head teacher and six cluster recourse officer. The data collection will be through semi structured interviews. In-order to predict the effect of various variables on the teachers' absenteeism for the survey data, linear and multiple regression will take place and for the qualitative part the, thematic content analysis will be carried out. The final findings of the study will be the interpretation of results from both the approaches.

Key words : Absenteeism, Primary schools, mixed methods, Indian primary school teachers, rate of teachers' absenteeism.

BIBLIOMETRIC APPROACH OF LITERATURE ON CORPORATE TAX REFORM IN THE EUROPEAN UNION

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Abstract

The main objective of this paper is to determine the development of the corporate tax reform in the European Union regarding the current proposals. The goal is, to analyze the historical development of the corporate tax and the current proposals for future improvements. The shown research concerned 40 articles about corporate tax reform, published in international databases, for instance Emerald Publishing, Elsevier, Springer, Science Direct and Scopus. The period under review has been focused on the year 2011 – 2020. The choice of the articles has been done by searching for keywords like “corporate tax”, “corporate tax competition” and “corporate tax reform”. The results illustrate clearly that the decision-makers have not found yet a long-term solution and thus the corporate tax competition increasing significantly. From 1981 until 2020 the corporate tax has been reduced dramatically by the authority. In 2000 the average corporate tax was about 30 % and in 2020 it will average out at 20 %. Due to this imbalance of the global tax structuring, every single country tries on its own to solve the local problem but the corporate tax competition constantly raise on its climax. Periodically, the European powers try to find a global solution. But presently, no solution has yet been accepted by all Member States to unify the corporate tax in the European Union. The current proposal which is called “GloBE – Global Anti-Base Erosion” concerned the harmonization of the corporate tax within the European Union. From a scientific point of view there is an increasing interest in harmonization of the tax burden and the solution might be the proposed “GloBE” project. Besides the requirement of more details about this project, the present published proposal is a serious alternative to solve the corporate tax competition in the future.

Keywords: Corporate tax reform, corporate tax competition, corporate tax proposal, business tax, corporate tax development, GloBE

LEGAL IMPLICATIONS OF MEMBERS STATES FAILURE TO COMPLY WITH AN OBLIGATION TO NOTIFY AND/OR NOMINATE A BODY RESPONSIBLE TO PERFORM OBLIGATIONS PRESCRIBED BY A REGULATION

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Abstract

By taking into account the principle of the sincere cooperation many of the EU regulations set the obligation to the Member States to make a proper assessment of its own legal system and to notify or declare on the laws and schemes related to the *ratione materiae* of the regulation in matter. Among other, Member States are obliged to notify and nominate on a body responsible for certain actions prescribed by a regulation. Thus, the Regulation No 606/2013 on the Mutual Recognition of the Protection Measures in Civil Matters prescribes the obligation of the Member States to provide the information on authorities which are competent in the matters falling within its scope, including information on the authorities which are competent to order protection measures and issue certificates. Such a certificate grants protection measure that freely circulates throughout EU for 12 months. Adjudication of the protection measures is within Croatian system provided by misdemeanor and criminal courts, whereas a 606/2013 Regulation belongs to a civil matters package. Following a precise obligation of the Regulation, Republic of Croatia has indicated that it is not possible to issue a 606/2013 certificate due to a lack of the "issuing body". Against that background, the Regulation clearly prescribes the obligation of autonomous interpretation of the "issuing bodies", and that the national system may belong to either civil, criminal or administrative body. Hypothesis of the authors is that such a national interpretation can deprive the citizens of their rights and enjoyment of the same level of protection as in the rest of the EU. The objectives of this paper is to research the legal force of the notification that Member States provide to the European Commission, respectively whether the notification has a constitutive or indicative value and to assess the question of direct application of the regulation regardless the existence and content of the notification. The research will took into consideration the EU principles and CJEU case law on proper application of the EU secondary legislation and its affect to the legal rights that citizens are given by that legislation.

Key words: sincere cooperation, notification, nomination, protection measures, human rights.

PROTECTING TRADEMARKS FROM CYBERSQUATTING IN THE DIGITAL AGE

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Abstract

The paper analyses the relationship between trademarks and domain names with a focus of abusive registration of domain names in the digital era. The role of the domain names has rapidly changed with the growing use of the internet and with the commercial functions offered in the cyberspace to sell, promote products or services, or advertise a company. The clash over domain names has rapidly grown. With the increase of the online business activities the domain name has not only acquired the status of being the business identifier, but also has been considered as most important by the business entities since it is the name that attracts the customers in modern day business. A domain name can function as a trademark if it is used to identify goods or services and is not used simply as a website address.

The paper focuses on different types of abusive registration and use of trademarks as domain names and presents available remedies and means for trademark owners against cybersquatters.

Key words: trademarks, domain names, cybersquatting, typosquatting, abusive registration.

LIVE ONLINE COURSES: A PROMISING SOLUTION FOR E-LEARNING DURING THE PANDEMIC OF COVID-19

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Abstract

Technological advancement helps ease and improve education in various aspects. Recently, digital transformation in learning has become more practically evident driven by the pandemic of COVID-19. Schools in various countries have been closed making learning activities become fully online. This study explored students' perceptions towards three modes of learning: *live*, *online* and *live online* courses. A live course is referred to as a setting where students meet teachers face-to-face and have full access to hands-on activities in the classroom as well as interaction with peers. An online course is referred to as ubiquitous learning which can take place at any time and anywhere through a computer or mobile device. This mode relies exclusively on self-regulated learning. Students have to set their own schedule when to review online learning materials. Unless they take an active role to seek out to interact with their teachers by themselves, constructive feedback and queries are impossible. Finally, a live online course adopts the nature of ubiquity where learning can take place anywhere. However, time to study is regularly scheduled like live classes. Also, the spirit of a live course where students meet with their teachers and peers remains intact, but through an online system. A survey with 168 students who have had experiences being exposed to the three learning modes revealed that 72.9% still preferred a live course as it appears to attract students in respect of interaction, community, effectiveness, and enthusiasm. Those who preferred an online course (15.1%) attributed their reasons to convenience, time flexibility, privacy and self-paced learning. Interestingly, 12% expressed their preference towards a live online course. Although this is the smallest number, the results showed that, under this current circumstance, live online courses can serve as a promising solution as they are also perceived by the learners as a second most engaging, effective, enthusiastic, and interactive mode of learning. In contrast, online courses seem to be the least positive in all aspects, except convenience.

Keywords: Live online courses, digital transformation, e-learning, ubiquitous learning

COURT OF JUSTICE OF THE EUROPEAN UNION AND THE FUTURE OF THE EUROPEAN INTEGRATION

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Abstract:

The great project of European unification that led to the creation of the European Union, as a specific *sui generis* construct of the international law, occurred through a multi-year and multi-layered process of integration. Realization of this primarily peace-maintaining idea was designed to take place through process of mainly economic integration, but the convergence of economic policies imposed a need for integration in other areas too, beyond the economic sphere (spillover effect) and gradual development of a political union as a further stage of integration.

The judicial contribution to this supranational dynamic process was especially important, as the European Court of Justice through its creative and extensive interpretation of the Founding Treaties became an important catalyst for the integration process. The doctrine of direct effect and the notion of supremacy are the two most influential legal concepts that contributed to legal development of the Union and to the process of integration in a variety of ways. The next phase of the European Integration seems to be the 'integration through the rule of law', as the further development of this process must be based on secure and solid values, reaffirming the Union as a community of values. Given its importance for the confidence of citizens in the Union and the effective delivery of the policies, the rule of law is of central relevance to the future of Europe.

The main aim of this paper is to examine the progressive and influential role of the European Court of Justice regarding the integration process, as a starting premise for determining its potential as an actor in the process in overcoming the following challenges.

Key words: European Integration, European Court of Justice, Rule of Law, Integration through Law.

THE ROLE OF VARIOUS FACTORS IN WEALTH ACCUMULATION: EVIDENCE FROM SLOVAKIA

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Abstract

Unevenly distributed wealth has become a serious social problem that is still increasing because wealth influences various key aspects of life. It helps to finance necessities of life, consumption or education and allows us to predict the financial vulnerability of households. Household wealth is also affected by various determinants. The purpose of this paper is to investigate the most important factors for the level of household wealth in Slovakia using multiple linear regression and coefficients relative importance test. An analysis is based on the Household Finance and Consumption Survey data that allows a detailed examination of the Slovak household sector. The results show that the important factors for the level of household wealth are the level of education of the head of household, income and household indebtedness. All of these factors lead to a higher level of wealth. According to our results, the most important factor for household wealth is the level of education of the head of the household.

Keywords: household, wealth, income, education, debt.

Introduction

Nowadays, household wealth represents one of the most important aspects of social stratification in European countries and other developed countries like the United States or China as well. It is a part of national wealth given by the sum of real and financial private and public assets lowered by the value of liabilities (Hays, 2019). Household wealth as a part of national wealth and economic system is not only the source of financing future consumption but helps to protect households from unexpected economic situations and shocks (OECD, 2013). Household wealth affects people's well-being and economic situation of individual subjects and therefore it has become often discussed question in the last decades. The level of household wealth influences the economic activities of individual subjects. The higher level of wealth supports the consumption of households and it can be described as housing wealth effect (an increase of wealth is based on the higher price of properties) and financial wealth effect (greater consumption is caused by the higher value of financial assets). The higher value of assets represents greater collateral that should be used as collateral for loans and it leads to greater investment activity (Sousa, 2009). Real and

financial assets creating household wealth are important for analyzing household financial vulnerability as well (Kuypers and Marx, 2017). Households that do not have enough financial and real assets are referred to as poor. The term poverty is closely related to wealth because it is defined as an insufficient level of income and wealth that does not enable financing of life necessities (Laluha et al., 2005).

Household wealth is associated with various aspects of life. The household with a higher level of wealth has more resources that allow ensuring education for children and therefore the level of household wealth positively affected educational attainment (Williams-Shanks, 2007). While wealth represents a certain level of economic security and stability, it has a significant impact on the psyche of individuals (Lartey et al., 2017).

The level of private household wealth was lower as a consequence of central management of the economy in the period from 1950 to 1970. As a result of globalization, deregulation, and privatization in 1989, the wealth was transferred from state to private ownership that led to an increase in private wealth but on the other hand, it caused a sharp decrease of public wealth (ECB, 2015). Wealth inequality is an important social problem. Households accumulate their wealth over their life-cycle and it is the main reason why wealth is even more concentrated than income. Wealth accumulation helps to produce capital income that deepens income inequality. Based on the OECD analysis, 10% of the wealthiest households of the OECD countries own almost 50% of total household wealth, while the next 50% of the OECD population owns almost the other half. The rest of the households holds only 3% of household wealth in OECD countries. Households in Austria, Germany, and the Netherlands have the most concentrated wealth at the top of the wealth distribution (OECD, 2017).

The main goal of the submitted paper is to point out the most important factors of the level of household wealth in Slovakia. We analyzed this issue because of the increasing wealth inequality and the great need to solve this problem.

Literature review

The literature about wealth distribution and wealth inequality shows that household wealth is associated with labor market activities, intergenerational transfers, housing properties, and government policy. Income and inheritance are considered to be the most important factors affecting the level of wealth because subjects accumulate their wealth through two major mechanisms. The first mechanism relates to the income earned on the labor market and the second

is based on the inherited assets (Semyonov and Levin-Epstein, 2013). The difference between income and expenditure accumulate households in savings or invest it into assets and receive real wealth. Higher income leads to greater wealth but the effect of income on wealth accumulation is influenced by taxes. It means that higher income is associated with higher taxes and the effect of income on wealth accumulation is decreasing with increasing tax (Souise, 2009; Boshara et al., 2015). Intergenerational transfers reinforce the differences between various social groups. Inherited assets increase the wealth of household but it does not apply for all households because subject with a lower level of wealth before inheritance tends to use the assets for consumption rather than its accumulation (Kargiannaki, 2016). In contrary to this, inherited assets influence the level of wealth of those households, whose wealth before the intergenerational transfer is higher (Hills, 2010; Giavazzi and McMahon, 2012).

The level of household wealth is affected by educational attainment and financial literacy as well. Nowadays economic subjects are not able to manage money effectively and do not understand the conditions of various bank products with a high cost of transactions. Household members with higher educational attainment manage their resources better and also repay their debts more responsibly. While the major part of wealth accumulation is associated with financial decisions and planning, financial literacy has an important role in wealth accumulation (Boshara et al., 2015).

Socio-demographic characteristics like household size, age of household members and household relations are also important factors of household wealth. Household size represented by the number of household members positively influences the level of wealth. Multi-generational households also dispose of a higher level of wealth. On the contrary to this, households with one member and households with one parent are usually at the bottom of wealth distribution (Fessler et al., 2014; Humer et al., 2014). Wealth accumulation is also associated with the life-cycle of individual members of the household while the accumulation occurs whole life and older households have much larger wealth holdings than the younger one (Balestra and Tonkin, 2018). The level of household wealth is also an important factor in influencing HIV prevention (Schur, 2015).

Last but not least, the effect of geographical factors is also significant. The most important geographical factor is the country in which household lives because there are great differences between various countries not only in wealth accumulation but in wealth classification as well (Páleník, 2014).

Household wealth should be evaluated by various methods. The most common method used to measure the level of household wealth is the difference between household total assets and liabilities. While income does not provide sufficient information about the financial and wealth situation of households, the difference between household assets and liabilities called household net wealth is a considerable indicator of the household financial situation (Leen, 2016). It is difficult to obtain relevant non-financial wealth data and therefore authors of other studies use only financial wealth to analyze the wealth of households (Lee, 2013; Bannier and Schwarz, 2018). Authors of studies applied to the developing countries used a wealth index to measure the level of household wealth. The wealth index analysis properties intended for housing, infrastructure, vehicles, number of televisions, washing-machines, agricultural and business assets (Ward, 2014).

Data and methods

This paper analysis, which socio-economic factors are the most important for household wealth in Slovakia and therefore the research question is formulated as follows: *Which socio-economic determinants are the most important for the level of household wealth Slovakia?*

The household-level data used in this study is obtained from the National Bank of Slovakia. The analysis is based on the data from *the third wave of Household Finance and Consumption Survey*. This data can be characterized by population weights and multiple imputations. The sum of weights is equal to the number of households in Slovakia and that ensure the representativeness of the sample. Multiple imputations were used to replace missing values. As a result of the multiple imputation process, five versions of data are made. All of these versions should be used to estimate the results (ECB, 2013). By data cleaning, we receive the final sample of households that consists of 568 households (2840 observations).

In this paper, descriptive, quantitative and econometric methods are used. The analysis is based mainly on two econometric methods, multiple *linear regression model* and *test of the relative importance of coefficients*. Multiple linear regression model observes the relationship between explained and explanatory variables and it is given by the equation:

$$Y_i = \beta_0 + \beta_1 X_{i,1} + \beta_2 X_{i,2} + \beta_j X_{i,j} + \varepsilon_i$$

(1)

where:

- Y_i : explained variable (the level of wealth);
- X_1, X_2, \dots, X_i : explanatory variables (factors important for the level of wealth) in observation i ;

- i : the number of observations, $i=0, 1, 2, \dots, n$;
- ε : error term;
- β_0 : the estimated Y-intercept (constant term); and
- β_j : slope coefficient for each explanatory variable j , for $j=0, 1, 2, \dots, k$.

Explained and explanatory variables used in this study are presented in Table 1.

Table 2 Explained and explanatory variables

Explained variable	Explanatory variables
level of household wealth	number of household members; number of economic active members; number of members in employment; number of dependent children; age and education of the reference person; total household gross income; total household gross income per capita; employee income; self-employee income; regular social transfers; total outstanding balance of household's liabilities; outstanding balance of mortgage debt; outstanding balance of other non-mortgage debt; payments for mortgages; payments for non-collateralised debt

Source: own processing

The models for all of five imputations are created and then the results are estimated. Models are controlled to fulfill key assumptions of linear regression: normal distribution of residuals, a constant variance of error term called homoscedasticity, no serial correlation and no multicollinearity. While there is a problem with heteroskedasticity and serial correlation, the variance-covariance matrix is used to estimate the results.

The relative importance test of the coefficient ranges the factors according to their importance. The aggregate results of all five imputations is reached using the average function of estimates of all models.

The whole analysis is realized in *R software* with the help of its supplementary packages and tests. The normality of the residuals is tested by the *Jarque-Bera test*, homoscedasticity by the *Breusch-Pagan test* against heteroscedasticity, autocorrelation by the *Durbin-Watson test* for

autocorrelation of disturbances and *the Breusch-Godfrey test* for higher-order serial correlation. For using these tests it is necessary to install packages *lmtest*, *sandwich*, *car*, and *fBasics*.

Results and discussion

The results of linear regression allow us to answer the research question. These results are presented in Table 2.

Table 3 Results of linear regression

Explanatory variable	Regression coefficient	P-value
Level of education	2,02	0,002736 *
Gross income (net of interest payment)	1,08	0,027845 *
Employee income	1,31	0,018461 *
Gross income (including interest payment)	8,76	0,071187 .
Gross income per capita	5,81	0,062750 .
Payments for total debt	51,17	0,002664 **

where: ** significant at 1% level ($\alpha=0,01$), * significant at 5% level ($\alpha=0,05$) and . significant at 10% level ($\alpha=0,1$)

Source: own processing

From all of the explanatory variables used at the beginning of analysis (mentioned in Table 1), only six of them are statistically significant after all needed corrections. All of the statistically significant factors (level of education, various variables represented income and debt payment) leads to a higher level of household wealth. Table 2 displays the results of linear regression.

Higher educational attainment by one degree causes an increase in household wealth by 2,02 euros ($\alpha=0,01$). Our results are in line with Boshara et al. (2015), who state, that higher educational attainment is associated with better financial literacy. It helps to understand the various bank products, their conditions and protect people from illogical indebtedness. Household members with higher educational attainment are more reliable in repaying the loans and it protects them from financial vulnerability. Similar to the studies mentioned in the literature review (Sousa, 2009; Semyonov and Levin-Epstein, 2013), income plays an important role in wealth accumulation. It is confirmed with four various explanatory variables used in this study that represent income. If gross income (net of interest payments) increases by one euro, the wealth of households will rise by 1,08 euros ($\alpha=0,01$). This result is almost the same in the case of employee income, but it increases the wealth a little bit more (by 1,31 euro; $\alpha=0,01$). The level of household wealth is increased the most by gross income (including interest payments). While this type of gross income increases by one

euro, the level of household wealth in Slovakia will increase by 8,76% ($\alpha=0,1$). The third important factor of wealth is household debt payment. The households with a higher level of income could transform the differences between income and expenditure into savings or investment. That helps to accumulate wealth. Our results indicate that higher debt payment is associated with the increasing value of household wealth by 51,17 euro ($\alpha=0,01$). It should be explained with debt financing of wealth and increasing the value of existing assets.

The following table (Table 3) shows various socio-economic factors ranged according to its importance, from the most important factor to the least one.

Table 4 Range of coefficients according to its importance

Explanatory variable	P-value
Level of education	0,091778
Gross income (net of interest payment)	0,079467
Gross income (including interest payment)	0,042144
Employee income	0,077211
Gross income per capita	0,041796
Payments for total debt	0,039489
<i>Multiple R-squared</i>	<i>0,371885</i>

Source: own processing

The results of the relative importance test of coefficients clearly show that the most important factor for the level of wealth in Slovak households is the level of education. This explanatory variable can explain the level of household wealth the best because it contributes to the multiple R-squared the most (9,18% from 37,19%). The next important factors are related to incomes (gross income net of interest payments, including interest payments, gross income per capita and employee income). Four explanatory variables representing the income of households explain in the aggregate 24,06% of the level of wealth. The second most important factor of wealth is the gross income net of interest payments. Based on the results of the relative importance test, the least important factor of household wealth in Slovakia is the total debt payment that explains almost 4% of the explained variable.

Based on the results, to increase the level of household wealth mainly at the bottom of wealth distribution it is important to promote education and support individual subjects to finish basic education or started college and graduate. Many people do not finish basic education and then could not find a job because of the lack of knowledge and skills. Other students are dropped out

of college because of various reasons. It is important to realize that education plays a considerable role in wealth accumulation because the ratio of the median wealth and income was four-time lower in US households whose head did not complete the university than in a household whose head graduated (Bingley and Martinello, 2017). University study offers many opportunities. Students could study abroad and improve language skills, could travel and be part of various internships that prove their skills and knowledge. It could be a crucial factor while searching for the job. The cost of studying is the major problem why people do not study at the university. The average government expenditure on education is around 4% in OECD countries and the household education expenditure varies around the countries (Girshina, 2019). In Slovakia, the higher education is comprised of public, state and private schools. The majority of schools of higher education in Slovakia are public and it means that they are financed by the government and business activities. Students pay only accommodation and food but the university usually offers accommodation in a college hostel that is cheaper and also catering benefits. The students from the poorer families have the opportunity to study at the university as well. The state pays social scholarships to students from low-income households. These scholarships usually cover all costs related to studying. Many financially disadvantaged people do not know about this opportunity to study with social scholarships and therefore some of them decide not to go to university.

While income is the second most important factor of household wealth in Slovakia, it is important to work to increase the value of household wealth. It is associated also with education because as we mentioned above, a higher level of education proves skills and offers better job opportunities. The unemployment rate in Slovakia has decreased from 14,3% in 2013 to 6,6% in 2018 and the employment rate has increased from 61% in 2014 to 67,6% in 2018. This is a good indicator of increasing the value of household wealth. In the period from 2014 to 2018 has also raised the minimum wage in Slovakia. In 2014 the minimum wage in Slovakia was 352 euros while in 2018 it was 480 euros. The development of household wealth in this period was almost the same. The net wealth of Slovak households has increased almost by 40% but it could be caused not only by greater employment but by higher prices of properties as well. Reducing unemployment, supporting employment and increasing minimum wages are considered to be part of the most important goals of government policies that help to reduce wealth inequality. Continuation of these trends and goals can be the major factor in raising the wealth of Slovak households in the future.

Conclusion

Nowadays, household wealth represents one of the most important aspects of social stratification in European countries. It affects people's well-being, the economic situation of individual subjects and many other areas of life. Household wealth has become often discussed question. Many studies confirmed that the level of household wealth is important for the level of education and psyche of household members (Williams-Shanks, 2007; Lartey et al., 2017). Authors of another studies observed the effect of various factors on the level of household wealth and found that it is affected mainly by education, income, intergenerational transfers and social and demographic characteristics of households (Semyonov and Levin-Epstein, 2013; Boshara et al., 2015; Kargiannaki, 2016; Balestra and Tonkin, 2018).

The main aim of the submitted paper was to observe which socio-economic factors are the most important for the level of household wealth in Slovakia. We used data from the third wave of Household Finance and Consumption Survey realized by the National Bank of Slovakia. The analysis was based on two econometric methods, multiple linear regression and relative importance test of coefficients. The results show that the level of education, income, and debt are important factors for the level of household wealth in Slovakia. From these statistically significant and considerable factors of wealth, the relative importance test of coefficient indicated that the level of education is the most important.

Reducing wealth inequalities and supporting education belong to the goals of the government policies. Minimum wages and employment rates have increased in the last years and the continuation of these trends should decrease the differences in wealth accumulation among households.

This paper contributes to the existing literature with a detailed analysis of the Slovak household sector based on the latest Household Finance and Consumption Survey data. Analysis should be the basis for future research applied to the whole Euro Area or based on the comparison of various countries.

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AN ANALYSIS ON INVENTORY MANAGEMENT IN THE SLOVAK MANUFACTURING COMPANY

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Abstract

This paper analyses the economics of inventory management in a production company located in Slovakia. Inventories play an important role for companies as they balance demand and supply at a market. They are one of the most valuable assets so it is crucial to manage them properly. The specific objective of the contribution is to determine the current value of inventory items and to estimate the new optimal values that would be sufficient to completely satisfy the needs of customers and to minimize total costs simultaneously. The main goal is to discover if there are some surplus and unnecessary inventory items in the warehouse and if the new setting of warehousing conditions could bring additional financial sources. After lot size and reordering point modifications for individual items and computational experiments, an opportunity that seems to be cost-saving as it could bring the total sales of 195.220,83 € was identified. Based on these findings, the study recommends implementing suggested changes into production processes. The optimal quantity of items in the warehouse and the proper timing of material order can contribute to profit maximization.

Keywords: Corporate Finance, Economic Order Quantity, Lot Size, Lead Time, Reordering Point.

Introduction

As development in the whole economy is changing dynamically, production companies are forced to constantly invest into their optimization processes (Grotkiewicz et al., 2019). It is crucial to identify how to allocate customer orders and minimize the total cost of production, storage, and transportation. The whole process often starts with analyzing the problem, developing, customizing and finally implementing the changes (Aydinel et al., 2008). Transfer of material from the warehouse to the final consumer represents an important part of the especially production companies, which want to be successful in the global market. This transfer always takes some time and companies usually try to shorten this time as much as possible as they are focused on cost savings (Brnjac et. al, 2010; Ficzer et. al, 2014; Neradilová and Fedorko, 2016). Cost reduction and the elimination of waste are considered to be examples of the most important goal in modern organizations in every field of the economy (Womack et al., 2008). Inventory models and inventory management are still considered to be a continuous-reviewed problem that is observed by many authors and companies (Atan and Synder, 2012; Sevgen and Sargut, 2015; Bakal et al.,

2017). Appropriate management approaches can generate many benefits and cost reductions (Grotkiewicz et al., 2019). To protect against demands exceeding the forecast, safety stock as an extra inventory are held in many companies (Thomopoulos, 2015). Typically, they are held constant throughout the management horizon and reference period (Bahroun and Belgacem, 2019). There are various techniques for determining safety stocks and reorder points in inventory systems (Axsäter, 2015). According to these techniques, many types of waste were distinguished, especially overproduction or inventories. It often happens when a company does not take into account the current demand for individual items and these take up place that could be used for a more beneficial purpose (Rosak-Szyrocka and Knop, 2018).

Literature review

Economics of material management is analyzed and discussed in many papers. Ugboya (2019) claimed that the company is able to optimize production by adopting the Economic Order Quantity (*EOQ*) into its production process and management. *EOQ* is considered to be an important inventory management system. According to Senthilnathan (2019) it is used to minimize two main total costs: total ordering costs and total handling costs. The order quantity is defined as an amount of stock to complete the inventory when new stock is needed from the supplier (Thomopoulos, 2016). To accommodate demand uncertainties or to accommodate supply, safety stocks are needed.

Bahroun and Belgacem (2019) study the determination of safety stock levels that are dynamic under production schedules on a cyclic base. Their model estimates the dynamic safety stock levels that are necessary to accommodate manufacturing orders when quantities and start dates are uncertain. To get the results, they used Monte Carlo simulation approaches.

Another method was used by Prak et al. (2017). They supposed that the demand distribution and all its parameters are known and they tried to correct lead time and reorder levels for inventory systems where the lead time is constant and where demand fluctuates around a constant level at the same time. They implemented the results into inventory models and discussed traditional approaches against inventory control. The approximation of wait time and the optimization of reordering points were modeled and planned by Grob (2019). He undertook a comprehensive look in multi-echelon distribution networks which are characterized by warehouses using order policies.

Data and methods

The research object is a manufacturing company and a global leader in the supply of plants, equipment for the hydropower station, the pulp and paper industry, the metalworking and steel industries, established in Slovakia. In addition, it offers technologies for certain other sectors including automation or the production of animal feed and biomass pellets. The big challenge for the company is that many items entering the manufactured machines have a longer delivery date than is the delivery date of the complete machine required by the market or customer. It means these items have to be kept in a certain quantity in stock. The question is how many pieces should be in the warehouse to optimize costs and meet customer and market requirements at the same time. In the past, the company began to create stocks at a quantity that was used in the past, but this showed up as insufficient. Moreover, slow-moving stocks were associated with additional costs related to storage, staff, loans, interests, etc. and financial sources were blocked in many cases.

Due to above-mentioned issues, the main objective of this paper is to identify the appropriate level of reordering point and lot size for every item individually and to evaluate possible savings in case of implementing suggested changes.

The company provided a list of 2.485 items that have been bought in the twelve consecutive calendar months (October 2018–September 2019). The following information were assigned to each item:

- item name (*NAME*): identification of the particular item in the product documentation, bill of materials, etc.;
- identification number (*IN*): unique identification which is randomly assigned to the item by information system;
- reordering point (*RP*): the number of pieces at which information system generates a request to purchase additional pieces to complete the status;
- lot size (*LS*): the number of pieces that is reordered when reordering point is reached;
- lead time (*LT*): a period of time, from placing the order till its acceptance in stock, ideally agreed by the framework contract with the supplier;
- average weekly consumption (*AWC*): the number of pieces consumed in the production during one week;
- price (*P*): a price of one piece of particular item in €.

Also, information about risk factor (RF) was provided. It is defined as a probability of a delivery delay and also of the item quality and it is set as 20%. The minimum safety stock (SS) is set to zero items in case of all available items. Table 1 shows an example of the provided data that were analyzed.

Table 1 List of inventory items

NAME	RP	LS	LT	AWC	P
Heat unit	0	1	5	0	1.881,37
Pin	1522	897	6	725	1,80
Girder	27	5	9	12	251,41
Ring	2	1	5	2	1.351,17
Coupling	5	1	6	7	478,67
Gearwheel	25	2	16	2	756,86

Source: provided by company.

Firstly, the present value of inventory items was computed using the following formula:

$$PV = \sum_{i=1}^{2485} (pRP_i + pLS_i) \times P_i, \quad (1)$$

where:

PV : present value of inventory items;

pRP_i : present value of reordering point for item i ;

pLS_i : present value of lot size for item i ;

P_i : total price in € for item i .

Secondly, using formulas (2) and (3) the present values of reordering point and lot size were recalculated for each item and new suggested values, which seem to be more optimal, were obtained.

$$sLS_i = (LT_i \times AWC_i), \quad (2)$$

where:

sLS_i : suggested lot size for item i ;

LT_i : lead time for item i ;

AWC_i : average weekly consumption of item i .

$$sRP_i = sLS_i + (sLS_i \times RF), \quad (3)$$

where:

sRP_i : suggested reordering point for item i ;

sLS_i : suggested lot size for item i ;

RF : risk factor.

One of the partial targets of this paper was to calculate and then to compare the following values $H1_i$ and $H2_i$ for each item separately. Indicators $H1_i$ and $H2_i$ are defined as present and suggested values of inventory item i in the warehouse, respectively. Formulas (4) and (5) were used to obtain relevant results. All the numbers were rounded up mathematically.

$$H1_i = (pRP_i + pLS_i) \times P_i, \quad (4)$$

where:

pRP_i : present reordering point for item i ;

pLS_i : present lot size for item i ;

P_i : price of item i in €.

$$H2_i = (sRP_i + sLS_i) \times P_i, \quad (5)$$

where:

sRP_i : suggested reordering point for item i ;

sLS_i : suggested lot size for item i ;

P_i : price of item i in €.

Then, we compared the results and discuss them according to the following criteria:

- If $H1_i > H2_i$, then reordering point value and lot size value are set too high, and in case of suggested settings, the company would save money.

- If $H1_i < H2_i$, then reordering point value and lot size value are set too low, and although the company spends less money associated with particular item i , it is definitely not able to meet customer requirements and agreed delivery dates as well.

Expression $(H1_i - H2_i)$ was calculated for all 2.485 inventory items. This value indicates whether the company sets its reordering point and lot size optimally, or not. It also shows if the amount of money that company spends on particular item i is insufficient or excessive. Finally, we summed up all the obtained values and sum of these values represents the amount of money that company would save if it adjusted the settings of reordering point and lot size for all items according to the above-mentioned calculations and formulas.

Last step was to calculate the new value of inventory items after implementing above mentioned changes and setting new values of reordering point and lot size for all available items, and compare this value with value that was obtained by using formula (1). The new value of inventory items was calculated using formula (6).

$$(6) \quad SV = \sum_{i=1}^{2485} (sRP_i + sLS_i) \times P_i,$$

where:

SV : suggested value of inventory items;

sRP_i : suggested value of reordering point for item i ;

sLS_i : suggested value of lot size for item i ;

P_i : price in € for item i .

Results and discussion

Based on the available data and formula (1), present value of inventory items was calculated as 11.508.413,55 €. Using formulas (2) and (3) we recalculated the reordering point and lot size for each item. It supported the optimization and elimination of the inventory items and also delivering products on time. In the next step, we computed $H1_i$ and $H2_i$ values for each item, compare them and evaluate the partial results. The following calculations with short explanations show few examples of how formulas (4) and (5) were used.

$$(7) \quad H1_{28} = (pRP_{28} + pLS_{28}) \times P_{28}$$

$$H1_{28} = (28+10) \times 1258,50 = 47.823 \text{ €}$$

$$H2_{28} = (sRP_{28} + sLS_{28}) \times P_{28} \quad (8)$$

$$H2_{28} = (44+36) \times 1258,50 = 100.680 \text{ €}$$

where:

$$sLS_{28} = LT_{28} \times AWC_{28} = 12 \times 3 = 36 \quad (9)$$

$$sRP_{28} = sLS_{28} + (sLS_{28} \times RF) = 36 + 7,2 = 44 \quad (10)$$

$$H1_{28} - H2_{28} = 47.823 \text{ €} - 100.680 \text{ €} = -52.857 \text{ €} \quad (11)$$

According to calculations (7), (8), (9), (10) and (11) we found out that the company has insufficient and too low set points for both reordering point and lot size. Although it has lower costs associated with this item, but it definitely has to have a problem with item availability and delivery dates.

$$H1_{156} = (pRP_{156} + pLS_{156}) \times P_{156} \quad (12)$$

$$H1_{156} = (200+30) \times 54,90 = 12.627 \text{ €}$$

$$H2_{156} = (sRP_{156} + sLS_{156}) \times P_{156} \quad (13)$$

$$H2_{156} = (39+32) \times 54,90 = 3.897,90 \text{ €}$$

where:

$$sLS_{156} = LT_{156} \times AWC_{156} = 4 \times 8 = 32 \quad (14)$$

$$sRP_{156} = sLS_{156} + (sLS_{156} \times RF) = 32 + 6,4 = 39 \quad (15)$$

$$H1_{156} - H2_{156} = 12.627 \text{ €} - 3.897,90 \text{ €} = 8.729,10 \text{ €} \quad (16)$$

According to above-mentioned figures (12), (13), (14), (15) and (16) we found out that the company has excessive and too high set points for reordering point and lot size as well. Although the company does not have a problem with item availability and delivery dates, the costs associated with this item are significantly increased. In case of implementing new setting for this item, the company could save money up to 8.729.10 €.

In this way, we continued and recalculated the settings for all 2.485 items that were provided by company. We adjusted the values of the reordering point and the size of the ordered batch according to the mentioned criteria and formulas (2) and (3).

Subsequently, we computed a value that indicates whether the company spent the money to particular item optimally or not, and if that amount is insufficient or excessive. Then, we

determined the value of expression $(H1_i - H2_i)$ for each item individually and summed it up for all 2.485 items. The result is that implementing suggested changes into the inventory management process could bring savings of 195.220,83 €.

Conclusion

Inventory optimization has come to the attention of companies in the last decade. It was related to the development of large-scale industrial production. Even though they did not have computers, they already knew there was a relationship between order size, storage costs, and ordering costs. The main objective of this paper was to point out the increasing importance of effective inventory management and on the possibilities that can reduce the company's costs and the value of inventories simultaneously. These operations are automatically connected with obtaining free funds.

In the paper, we analyzed whether the selected manufacturing company can obtain free funds by implementing appropriate changes in the inventory management system. We reviewed current inventory management system settings for each item separately and we tried to find out if the reordering point and lot size were defined correctly.

The result was that inventory settings for most cases were not optimal and effective, so a new solution that could create savings of up to 195.220,83 € was designed.

By implementing suggested changes in inventory system settings, the company could save additional money by reducing storage costs. Also, it may reduce costs on interests of loans as it is financed through an intercompany loan from the parent company with an agreed interest rate of 5,5% p.a. As it minimizes the number of missing items in stock, the percentage of meeting the delivery deadlines could increase as well. The current investigation identifies the means of determining the lot size and reordering point in the inventory system. Based on these findings, the study recommends implementing suggested changes into production processes. The optimal quantity of items in the warehouse and proper timing of material order can contribute to profit maximization.

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GENDER DIFFERENCES IN WAGE DETERMINATION IN ALBANIA

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Abstract

Wage is not only an indicator of achievement and success of an individual in labor market, but it is also an indicator of the receiver's standard of living being the main source of income. The issue that we will be addressing at this paper is wage determinants and gender differences, using the latest Labor Force Survey data. As there exist some gender differences in wage structure, we estimated separate model for each gender applying the Heckman normal selection model, which represents the classic way for dealing with selection on unobservable variables. The results confirm that in Albanian labor market exist gender differences on wage level and the main factors contributing to such differences are vertical segregation and marital status.

Key words: wage, labor market, gender, Albania

1. Introduction

Wage is not only an indicator of achievements and success of an individual in labor market, but it is also an indicator of the receiver's standard of living being the main source of income. The general level of wages in each sector is determined by different macroeconomic indicators, but within a sector / company, different individuals receive different salaries due to different demographic and social characteristics, being the main explanators of the differences in pay levels. Human capital, education and experience, is estimated to be the determining factor of employment probability, as well as the level of the individual's salary (Becker, 1964; Jacob Mincer, 1958).

Human capital has a multi-dimensional impact on the level of the individual's salary by affecting the employment sector, the position and the opportunities for promotion. Thus, many studies confirm a positive correlation between the level of education and years of experience with the position / status of the individual in a company, which is associated with different salary levels. According to statistical estimates, one-year return to higher education is around 10%, but there are differences between developed (7.5%) and developing countries (11%) (Patrinos et al. 2006).

All policies and reforms to eradicate the gender gap in the labor market, women continue to be on average less paid than men. This difference in Europe is estimated at about 16.2% in 2016 (Eurostat, 2017) and 10.5% in Albania in 2018 (INSTAT, 2018). Various studies in many countries

have confirmed a gender gap in the men's favor (Jurajda, 2003; Picchio & Mussida, 2011; Pressman, 1998).

Difference in salaries between men and women result from a number of factors such as the reservation wage (the minimum wage an individual agrees to be employed with), various decisions regarding investment in human capital, differentiated treatment in labor market, or combination of these factors (Preston, 2000).

Age is a characteristic that affects the wage level, mainly being closely related to accumulated experience. Usually an older person is expected to have a longer work experience and hence a higher wage level. According to Eurostat estimates (2017) there is a link between the wage level, age and gender. Thus, the gender wage gap increases with age and the reason for this may be the lowest experience of women due to disengagement of labor market for childbirth and childcare.

Civil status (whether married or not) and largely the decision of expanding the family by having a child, have a major impact on the individual's success in the labor market, especially for women (Evans, 2002). Studies and statistics in almost every labor market, confirm that there is an inverse relation between having a child and earnings for women (Bertrand, 2011; Feyrer et al., 2008).

The issue that we will be addressing at this paper is wage determinants and gender differences, using the latest Labor Force Survey data. We organize the rest of the paper in the following way. In the next section, we realize a brief literature review on theoretical approaches to gender differences in labor market. In section 3 we describe the methodology used and present estimation results and section 4 summarizes our findings.

2. THEORETICAL APPROACHES TO GENDER DIFFERENCES IN LABOR MARKET

Many economists do study the labor market and its outcomes due to the importance of this sector. We can find many empirical and theoretical approaches to labor market and its equilibriums. In this chapter we are going to analyze some theories on labor market and gender differences in it.

a) Human Capital theory

Gender differences in qualifications (education and training) have been analyzed within the framework of the human capital model. Human capital can be defined as the skills and knowledge

that individuals have gained through education, training and experience. These skills are the main determinants of salary level.

According to Mincer and Polachek (1974), women choose such professions to minimize losses related to disengagement (like birth leave) from the labor market. Women usually accumulate less experience in labor market. Knowing that they would have to spend a shorter time in labor market, women tend to have lower incentives to invest in formal education and job-oriented trainings, resulting in smaller investments in human capital, leading to lower incomes compared to men.

Human capital model has an important role in explaining the pay structure, as well as the gender pay gap. This theory supports the idea that men have more experience than women and based in the idea that salaries reflect accumulated human capital and differences between them, a gender pay gap, is expected.

Becker (1985) also evidenced a difference between women and men that causes the gender pay gap. Usually, women are more likely to work part-time or disengage from labor market for some time, and as a result, they are less likely to invest in education or the accumulation of human capital. However, socio-economic changes such as the decline in family size, divorce rates, the rapid expansion of the service sector, where most women were employed, and continued economic growth, boosted women's earnings.

While most studies suggest that accumulated human capital, mainly experience, is very important in explaining the gender pay gap, there are other views that criticize the equity of human capital as a theory based on some major assumptions, not given the specific context. Furthermore, the differences in human capital cannot explain the entire wage gap. Only a limited part of this gap can be explained by differences in human capital. Today, in many countries, women are on average more educated than men, yet they continue to be paid less than men.

b) Taste for discrimination (Schuessler & Becker, 1958)

This theory was first analyzed by Becker. According to him, some individuals have their tastes / preferences towards individuals who want to hire. Becker's model suggests that employees, associates or clients may exhibit tastes of discrimination against women, which leads to a shared workforce. He analyzed such sources of discrimination: employers who preferred employees based in individual characteristics (different from human capital) (employer discrimination), employees who preferred to cooperate with one specific group compared to the other (employee

discrimination) and consumers who preferred to interact with one group versus the other (consumer discrimination).

IF: P: preferred group; NP: non-preferred group
E: employer; w: wage
d: discrimination

Total cost of employing an individual of the preferred group: wP

Total cost of employing an individual of the non-preferred group: $wNP + de$

The employer will employ an individual of the non-preferred group only if:

$$wNP = wP - de < wP$$

$$wNP < wP$$

So, according to Becker's model, an individual from the non-preferred group would be hired only at a lower wage level and the greater the discrimination (or preference against a group), the greater the pay gap.

c) Statistical discrimination model

The model of statistical discrimination was developed by Edmund Phelps (1972). He suggests that employers judge women on the basis of the average characteristics of the group. Employers often have concerns that women do not take their careers as seriously as men and expect women to leave their work temporarily during pregnancy and is therefore more costly / inefficient to employ women than men. If employers believe that on average women are less productive, less stable or less committed workers and based on this averaging make employment decisions in favor of men, this may result in statistical discrimination against women.

d) Crowding Model

Barbara Bergmann (1974) developed a theory trying to explain discrimination in labor market. This theory is known as crowding theory or the theory of over-population. According to this theory, given that women are denied access to employment in a number of professions, they are directed to certain professions that appear to be overpopulated (a major job offer). The professional division by gender and the concentration of labor supply for women in some limited sectors serve to analyze wage differentials.

The collection hypothesis, which tries to explain wage differentials, is easy to explain with demand and labor supply curves. Theoretically, a lower wage level can be explained by an increasing labor offer when having a static demand. Although this theory may explain the lowest salary level, some

weak points have been identified: a) the level of collection is low to explain all gender pay gap; and b) if the accumulation of women in some professions is associated with lower wage, why does not happens so in some "masculine" professions.

- e) Bren dhe Garcia-Penalosa (2002) have proposed another theory in explaining the occupational segregation and the gender pay gap.

According to their analysis, the main reason for such differences lies in incomplete information about their propensity to succeed or not in different sectors in labor market. Moreover, differences in preferences or expectations in the past also affect current responses, making differences even among women and men with identical current preferences.

- f) Warren Farrell (Hoffman, 2005)

Based on his research, Warren Farrell (Hoffman, 2005) concluded that women pay an economic price because of their preference towards more flexible, less risky and less stressful jobs / positions. These jobs usually pay less. According to him, the idea that unequal pay for women is based on bias is largely untrue and that women are often paid less than men, not because they are discriminated but because they have made life choices that affect their ability to win.

In his book he presents concrete ways how a woman can increase her salary. Among its recommended ways: are women to choose a career with higher financial and emotional risks, to find a specialty that requires frequent updating, to seek more lucrative fields, to relocate to undesirable places at the company's request, require less security at work. He opposes the assumption that women are discriminated in workplace and that low wages of women because of discrimination.

3. Methodology and estimations

As we discussed earlier the level of wage that an individual receives in labor market is influenced not only by the sector and position where he is employed, but also of their characteristics. In this section we aim to estimate the variables that influence more the wage level. As there exist some gender differences in the wage structure, we are going to estimate separate model for each gender. Our model is based on the model proposed by Mincer (1974):

$$\text{Lnwage} = \beta_0 + \beta_i X_i + u,$$

There is a problem in regressing wages on characteristics for those in employment, we are not observing the equation for the population. Those in employment will tend to have higher wages

than those not in the labor force would have (that is why they are not in the labor force). Hence the results will tend to be biased and we are likely to get biased results when estimating the effects of each characteristic on wage level. For this reason, we are going to apply the Heckman normal selection model, which represents the classic way for dealing with selection on unobservable variables.

The data we are going to use are those from Labor Force Survey (LFS) 2013. Table 1 summarizes the estimation wage function in Albanian labor market.

Table 1: Wage function (Heckman selection model)

	Model 1		Model 2 (f=0)		Model 3 (f=1)	
	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.
<i>Ln_wageM</i>						
age	0.021775*	0.010463	0.046423	0.002564	0.012322	0.001909
age2	-0.00013	0.000154	-0.00035	0.000453	7.69E-05	0.000355
edu_secondary	0.051657	0.173432	-0.23906	0.305094	-0.16759	0.331758
edu_tertiary	0.02682*	0.007242	0.069102*	0.024459	0.16121*	0.01268
supervisor	0.34298	0.08445	0.380849*	0.13581	0.328703	0.191276
Private_sector	-0.38125*	0.060323	-0.47674*	0.224829	-0.35189	0.140505
married	0.331357*	0.161119	0.586271*	0.215857	-0.3133*	0.111276
F	-0.06177*	0.007037				
Marr_Fe	-0.05523*	0.015235				
eduS_fe	-0.14017	0.168007				
_cons	11.20215	0.987859				
<i>Employed</i>						
age	-0.00141	0.014665	0.009546	0.020484	-0.01537	0.02115
age2	0.000228	0.000171	7.02E-05	0.000238	0.000399	0.000247
edu_secondary	0.08684*	0.030336	-0.17191	0.08357	-0.28575*	0.08332
edu_tertiary	0.08836*	0.041622	0.05177*	0.014651	0.11677*	0.016233
supervisor	0.027982	0.083313	0.056545	0.117121	-0.01987	0.119094
Private_sector	-0.05483	0.055334	-0.16864	0.078797	0.061693	0.078146
married	0.159384*	0.06437	0.465701*	0.107144	-0.40776*	0.109816
F	-0.03237*	0.014005				
Marr_Fe	-0.19822*	0.081082				
eduS_fe	-0.23791	0.11452				
child	-0.03226*	0.015604				
_cons	0.402333	0.272974	0.258981	0.377376	0.622333	0.391342
mills						
lambda	1.49769	1.425214	2.882971	4.016318	2.358621	2.856583
rho	1		1		1	
sigma	1.49769		2.882971		2.358621	
Nr. Obs	6062		3086		2976	

Source: Author's calculations

Model 1 calculates the wage structure in Albanian labor market, whereas in model 2 and 3 we have calculated the wage structure for men and women respectively. Age has a positive effect on the level of wage and this can be explained as with growing usually it is expected a growing experience as well. Education as part of human capital has a positive effect on wage level; in our model tertiary education is the level of education that has the greater impact on wage for both men and women. Working at the private sector results to have a negative impact on wage level. The interval of wages in private sector is wider compared to that of public sector. In Albanian private sector we can find both higher and lower wages of labor. The fact that in this case the results show a negative effect of private sector on wages seems to be connected of the fact that most of employed individuals in private sector of our sample are employed in low paid jobs.

Marriage is another factor that has an impact on employability and wage level. The effect of marital status is gender biased; it has a positive effect on men's wage and a negative effect on women's. This is confirmed by the negative sign of dummy interaction variable $Marr_fe$ ($=1$ when an individual of the sample is women and is married and 0 otherwise).

In model 1 we included also a dummy variable to identify any gender influence in wage level and the results confirm that being a woman effects negatively. So Albanian women, have on average a lower wage compared to men. Model 2 and 3 help us identify the causes of such differences.

Education and especially tertiary education has a positive effect on wage level. The results show that higher education has a greater impact on women's wage. This result is consistent with several studies in different countries that showed a higher return on women's education compared to men. Boosting education and training among women is one of the proposed reforms for fighting gender disparities on labor market; but education is not enough.

Being a supervisor has a positive effect on men's wage but results as insignificant on women's age level. We think that this result comes because of the small number of women in Albanian market, compared to men, holding a leading position.

Marital status is also a factor that influence differently men and women. We think that this comes because of two components interaction: a) social norms and traditions; b) lack of qualitative child care services for employed women. In a traditional family, man is the head of the household and the main responsible for the family financial security, therefor the need for a job and a higher wage level increases with raising a family; and women being considered the main responsible for caring

for the children and the household, have to accept lower wages in return of a part time job or a job with more elasticity in time.

4. Conclusions

The purpose of this paper was to estimate the variables that influence the wage level. As there exist some gender differences in the wage structure, we estimated separate model for each gender applying the Heckman normal selection model, which represents the classic way for dealing with selection on unobservable variables.

The results confirmed human capital theory, where age (having a strong and direct connection to experience) and education have a great and positive effect on wage level. Return on high education resulted to be higher for women, identifying so one of the solutions of gender differences on wage: investing on women's education and trainings.

Working at the private sector results to have a negative impact on wage level since most of employed individuals in private sector of our sample are employed in low paid jobs.

Being a supervisor has a positive effect on men's wage but results as insignificant on women's age level, because of vertical segregation. The number of women on labor market has shown an increasing tendency during last years but seems that sticky floors do not allow women to make it to the top of the position and wage structure.

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