



Alexander Dubček University of Trenčín
Faculty of Social and Economic Relations



International Scientific Conference

**"Challenges, Trends and Inspirations
within the Labor Market"**

The conference is powered by the projects of Slovak Ministry of Education Grant Agency VEGA reg. no. 1/0462/20 "The changes assessment within the qualitative structure of international economic relations under the influence of Industry 4.0 with implications for the EU and Slovak Republic economic policies"; VEGA reg. no. 1/0689/20 "Digital economy and changes in the education system to reflect labour market demands"; and VEGA reg. no. 1/0357/21 "Multiplier effects of human capital quality on economic performance and competitiveness of the Slovak economy".

Faculty of Social and Economic Relations
Študentská 3, Trenčín, Slovakia
and online via MS TEAMS

November 11, 2021

PROGRAM

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International Scientific Conference "Challenges, Trends and Inspirations within the Labor Market"

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| <i>Registration of participants</i> | 9 ³⁰ – 10 ⁰⁰ |
| <i>Opening ceremony and plenary session</i> | 10 ⁰⁰ – 12 ⁰⁰ |
| <ul style="list-style-type: none">• Adriana GRENČÍKOVÁ
Chairman of the Scientific Committee of the Conference, Alexander Dubček University of Trenčín• Eva IVANOVÁ
Dean of Faculty of Social and Economic Relations, A. Dubček University of Trenčín• Jana MASÁROVÁ
„Presentation of Projects VEGA no. 1/0689/20 and no. 1/0357/21“
Head of the Department of Economy and Economics, A. Dubček University of Trenčín• Marcel KORDOŠ
„Presentation of Project VEGA no. 1/0462/20“
Project representative , A. Dubček University of Trenčín• Martin HOŠTÁK
„The Current Situation and Challenges in the Labour Market from the Employers' Perspective“
The National Union of Employers• Mario MOJŽIŠ
„Challenges and Trends of Human Resources in Practice“
Human Resources Manager, Enics Slovakia s.r.o. | |
| <i>Lunch</i> | 12 ⁰⁰ – 13 ⁰⁰ |
| <i>Conference sections</i> | 13 ⁰⁰ – 15 ³⁰ |

Section 1 (CP105)

Chair: Ing. Tatiana Masárová, PhD.

- **Linda ZUMMEROVÁ, Frédéric DELANEUVILLE**
FRENCH DIRECT INVESTMENTS IN SLOVAKIA AND ITS IMPACT ON REGIONAL ECONOMIC DEVELOPMENT
- **Monika VOJTEKOVÁ, Ján RUDY**
EFFECTS OF THE COVID-19 PANDEMIC ON EMPLOYEES AND WORKPLACE RELATIONSHIPS
- **Monika VOJTEKOVÁ, Ján RUDY**
THE IMPACT OF THE COVID-19 PANDEMIC-RELATED WORK FROM HOME ON SELECTED ASPECTS OF HUMAN RESOURCE MANAGEMENT IN SLOVAKIA
- **Eva RIEVAJOVÁ, Jakub HARMAN**
GENDER EQUALITY AND ECONOMIC GROWTH - EVIDENCE FROM V4 COUNTRIES
- **Ieva PETROKE, Valentinas NAVICKAS, Vaida BACIULIENE**
THE DEVELOPMENT OF MANAGERS' CREATIVE ENERGY POTENTIAL IN THE SHARING ECONOMY AND THE INDUSTRIAL REVOLUTION 4.0
- **Tomas SKRIPKIŪNAS, Valentinas NAVICKAS**
SPATIAL DEPENDENCY OF APARTMENT MARKET VALUE INSIDE A CITY
- **Tatiana MASÁROVÁ, Magdaléna TUPÁ, Rolf KARBACH**
EMPLOYEE SKILLS AND ABILITIES IN DIGITAL ECONOMY
- **Magdaléna TUPÁ, Tatiana MASÁROVÁ, Rolf KARBACH**
DEVELOPMENT OF HEALTH IN HEALTHCARE AND ITS IMPACT ON THE SUSTAINABILITY OF PERSONNEL SECURITY OF MEDICAL FACILITIES IN THE SLOVAK REPUBLIC

Section 2 (CP205)

Chair: doc. Ing. Adriana Grenčíková, PhD.

- *Darina SAXUNOVA, Li YUANXIN*
EMPLOYEES' WELL-BEING AND THE MULTINATIONAL COMPANY PERFORMANCE IN THE DIGITALISATION AGE
- *Dušan ŠOLTÉS*
THE FUTURE OF THE EU VIS-A-VIS COPENHAGEN CRITERIA
- *Marián AMBROZY, Iveta FEKIAČ SEDLÁKOVÁ*
TO WHAT EXTENT IS BUSINESS ETHICS AUTONOMOUS?
- *Nataliia ANTONIUK, Michaela HARNIČÁROVÁ*
TALENT MANAGEMENT SYSTEM IN EDUCATION
- *Vilma TUBUTIENE, Denisas RUDNIKAS*
FACTORS DETERMINING EMPLOYEE SATISFACTION IN THE PERFORMANCE APPRAISAL
- *Jana ŠPANKOVÁ, Adriana GRENČÍKOVÁ, Martin ŠRÁMKA*
KOMPARÁCIA MINIMÁLNEJ MZDY V RÁMCI KRAJÍN EÚ V KONTEXTE VPLYVU NA ZAMESTNANOSŤ
- *Veronika ŽÁRSKÁ, Jaroslav VYHNIČKA*
LABOR MARKET IN THE CONDITIONS OF DIGITAL ECONOMY AND PANDEMIC COVID-19
- *Adriana GRENČÍKOVÁ, Jana ŠPANKOVÁ, Matej HÚŽEVKA*
VÝVOJ NA TRHU PRÁCE VPLYVOM PANDEMIIE COVID-19
- *Vladislav BERKOVIČ, Karol KRAJČO*
IMPACT OF INDUSTRY 4.0 ON CHANGES ON THE LABOUR MARKET

Section 3 (online MS TEAMS)

Chair: Ing. Jana Masárová, PhD.

- ***Patrik LAHUTA, Erika MOŠKOVÁ***
THE NEED FOR EDUCATION OF MANAGERS IN THE FIELD OF RISK MANAGEMENT AS A PART OF BUSINESS FLOW MANAGEMENT IN SLOVAK ENTERPRISES
- ***Erika MOŠKOVÁ, Michal BRUTOVSKÝ, Katarína BUGANOVÁ***
RISK MANAGEMENT IS A TOOL FOR FLEXIBLE ADAPTATION TO CHANGES IN THE ENVIRONMENT AND INCREASING THE RESILIENCE OF THE ENTERPRISE
- ***Jozef BARTEK***
ROBOTS AND OLDER PEOPLE WITHIN LABOR MARKET IN SLOVAKIA AND EUROPEAN UNION
- ***Mária HUDÁKOVÁ, Peter KARDOŠ, Patrik LAHUTA***
THE IMPACT ON RISK MANAGER - THE IMPORTANT PROFESSION CURRENTLY
- ***Cecília OLEXOVÁ***
ONLINE LABOUR MARKET
- ***Andrea HORVÁTHOVÁ***
SOFT SKILLS AS NECESSARY NEED TO DEVELOP HUMAN CAPITAL IN THE TERMS OF DIGITAL ECONOMY
- ***František STRUNGA, Peter SIKÁ***
HOME OFFICE A JEHO ODKAZ NA ZMENY V SPÔSOBE VÝKONU PRÁCE DO BUDÚCNOSTI
- ***Natália POZSONYIOVÁ, Eva RIEVAJOVÁ***
DOES THE ELECTRONIC FORM OF COMMUNICATION IN EMPLOYMENT OFFICES INCREASE THE EFFECTIVENESS OF THEIR SERVICES?
- ***Natália POZSONYIOVÁ, Peter SIKÁ***
DOES THE SOCIAL SECURITY SYSTEM INFLUENCE THE LEVEL OF EMPLOYMENT OF DISADVANTAGED GROUPS?
- ***Eva GRMANOVÁ***
ECONOMIC INACTIVITY OF THE POPULATION AND POSSIBILITIES OF ITS REDUCTION

Section 4 (online MS TEAMS)

Chair: Ing. Marcel Kordoš, PhD.

- ***Ieva MACIJAUSKIENĒ, Živilė STANKEVIČIŪTĒ***
THE CHALLENGES OF AI'S IMPLICATION IN HUMAN RESOURCES MANAGEMENT: CASE STUDY OF INTERNAL CHATBOT INTERACTION FROM USER'S PERSPECTIVE
- ***S. B. BYSTRIANTSEV, O. L. KIM, A. I. SALOV, P. S. BYSTRIANTSEV***
ECONOMICS OF PUBLIC SECTOR AND OWNERSHIP RELATIONS REGULATION AT THE MUNICIPAL LEVEL
- ***Nickolay ZAKHAROV, Andrey KUZNETSOV, Marina PERFILJEVA***
THE MODERN LABOR MARKET AS A PROSPECT FOR SELF-TAUGHT
- ***Jana Marie ŠAFRÁNKOVÁ, Martin ŠIKÝŘ***
REMOTE WORKING CHALLENGES FROM EMPLOYEES' PERSPECTIVE
- ***Ieva BRENCĒ, Valters KAŽĒ, Baiba RIVŽA***
REMOTE WORK: LESSONS LEARNED DURING THE COVID-19 AND SUSTAINABILITY PARADIGMS
- ***Valters KAŽĒ***
MACHINE LEARNING APPLICATION FOR SUSTAINABLE DEVELOPMENT OF HUMAN CAPITAL: LINKING PERSONAL VALUES WITH SKILLS AND COMPETENCIES
- ***Ieva BRENCĒ, Ainārs BRENCIS, Baiba RIVŽA, Ina GUDELE***
REMOTE WORK: POSSIBLE SOLUTIONS FOR PROMOTING THE SME DIGITALISATION
- ***Tatyana STRELNIKOVA, Denis SHUTMAN***
TEAMWORK AS A TREND IN THE DEVELOPMENT OF SOCIAL AND LABOR RELATIONS IN MODERN CONDITIONS OF DIGITALIZATION

Section 5 (online MS TEAMS)

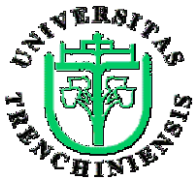
Chair: doc. Yuriy Bilan, PhD.

- ***Rūta ADAMONIENĒ,, Aurelija PŪRAITĒ, Kipras KUVEIKA***
4.0 THE IMPACT OF INDUSTRIAL DEVELOPMENT ON CAREER MANAGEMENT IN PUBLIC SECURITY INSTITUTIONS
- ***Inga JEKABSONE, Ina GUDELE***
CONSEQUENCES OF COVID-19 ON ADULT EDUCATION SECTOR – DEVELOPMENT OF HUMAN RESOURCES IN LATVIA
- ***Natalia MARTIANOVA, Mariia RUBTCOVA, Denis MARTYANOV***
THE DECORPORATIZATION AND DEPROFESSIONALIZATION: MODERN CHALLENGES AND PARADOXES IN THE LABOR MARKET
- ***Frédéric DELANEUVILLE, Olivier DUMONTEL***
ANALYSIS OF BREXIT UNDER INTERNATIONAL LAW AND THE PRINCIPLE OF SOVEREIGNTY
- ***Nikolay KARMAEV, Andrey LOGOSTEV***
“CREATIVE CLASS”: THE FAILED PROMISE? “CREATIVE CLASS” AND CREATIVITY IN THE LABOUR MARKET
- ***Liudmyla MOMOTIUK, Olena MOTUZKA***
TRENDS AND CHALLENGES OF EXTERNAL LABOR AND EDUCATIONAL MIGRATION OF THE POPULATION OF UKRAINE: STATISTICAL ASPECT
- ***Tatiana SMETANINA, Alexander KOLYSHKIN, Tamara YAKOVLEVA***
THE GLOBAL IMPACT OF THE PENETRATION OF INTERNATIONAL QUALITY MANAGEMENT STANDARDS ON THE LABOR MARKET OF DEVELOPING TERRITORIES (ON THE EXAMPLE OF THE RUSSIAN FEDERATION)
- ***Tatiana SMETANINA, Sergey SHELONAEV, Alexey CHECHULIN, Darya PROKHOROVA***
JUSTIFICATION OF THE ECONOMIC AND MATHEMATICAL RELATIONSHIP BETWEEN THE LEVEL OF QUALITY AND THE COST OF TANGIBLE AND INTANGIBLE SERVICES
- ***Alexey CHECHULIN, Alexey MIKHAYLOV, Elena CHIZHOVA***
THE VALUES OF AN INDIVIDUAL AS PART OF THE LOCAL COMMUNITY IN YENISEI SIBERIA AND THEIR RELATIONSHIP TO THE POTENTIAL VALUE OF AN EMPLOYEE TO EMPLOYERS

Section 6 (online MS TEAMS)

Chair: Ing. Magdaléna Tupá, PhD.

- ***Daniela NOVÁČKOVÁ, Iveta STANKOVIČOVÁ***
IMPACTS OF THE COVID-19 PANDEMIC ON THE SLOVAK LABOR MARKET
- ***Ľubomíra STRÁŽOVSKÁ, Marcel ĎURIŠ***
MANAGEMENT OF HUMAN RESOURCES COMMUNICATION IN STATE ADMINISTRATION
- ***Nadiia DAVYDENKO, Svitlana BOIKO, Alina BURIK, Inna DEMIANENKO***
FISCAL POLICY AND LABOR MARKET IN THE COVID-19 PANDEMIC
- ***Živilė STANKEVIČIŪTĖ, Akvilė SABALIAUSKAITĖ***
DEALING WITH EMPLOYEE SHORTAGE. EMPLOYER ATTRACTIVENESS FROM THE PERSPECTIVE OF GENERATION Z: THE CASE OF LITHUANIA
- ***Michal HRNČIAR, Eva RIEVAJOVÁ***
IMPACTS OF DIGITALIZATION ON THE STRUCTURE OF EMPLOYEES IN SELECTED SECTORS IN SLOVAK REPUBLIC
- ***Vladimír LIPOVSKÝ, Eva HVIZDOVÁ, Štefan GAŠPAR, Tomáš CORANIČ, Michal DUHANČÍK, Lukáš SALAJ***
MANAGEMENT OF PROCESS CONTROL FOR PLACING TECHNICAL EQUIPMENT ON THE MARKET AND IN SERVICE
- ***Bogdan DERGALIUK, Alla HRECHKO, Oksana KAVTUSH***
INTELLECTUALIZATION AND ITS IMPACT ON THE NATURE OF OCCUPATION



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