



Univerza v Novem mestu
University of Novo mesto

Fakulteta za ekonomijo in informatiko
Faculty of Economics and Informatics

Fakulteta za poslovne in upravne vede
Faculty of Business and Management Sciences

Zbornik povzetkov

**IZZIVI GLOBALIZACIJE
IN DRUŽBENO-EKONOMSKO OKOLJE EU**
Mednarodna znanstvena konferenca

Novo mesto, 19. maj 2022

**GLOBALISATION CHALLENGES
AND SOCIAL-ECONOMIC ENVIRONMENT OF THE EU**
International Scientific Conference

Novo mesto, 19. may 2022



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BOOK OF ABSTRACTS

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Povzetki / Abstracts

Značaj obuke i razvoja ljudskog kapitala u javnom sektoru

S obzirom da se razvoj ljudskog kapitala smatra pravim faktorom za uspješan napredak, potražnja tržišta je ono što stalno zahtijeva profesionalnost na najvišem nivou. Stoga je svrha ovog rada da doprinese identifikaciji značaja obuke i razvoja ljudskog kapitala u javnim institucijama na Kosovu. Smatra se da su uspjeh i održivost javnih institucija direktan rezultat njihove posvećenosti postizanju ciljeva koje su postavili u skladu sa misijom i vizijom. Međutim, nijedan cilj se ne može postići bez motivisanog i dobro obučenog ljudskog kapitala. Stoga je ulaganje u obuku i kontinuirani razvoj zaposlenih osnova za postizanje pozitivnog učinka ljudskog kapitala i institucije u cjelini. S obzirom da je obuka važna strategija za razvoj ljudskog kapitala i postizanje ciljeva institucija, realizacija ovog rada se zasniva na primarnim podacima, dobijenim putem onlajn upitnika, popunjen od strane javnih institucijama na Kosovu. Prvobitno je izvršena deskriptivna statistička analiza, da bi se nastavilo sa linearnom regresijom kako bi se potvrdile hipoteze postavljene u ovom radu. Rezultati su pokazali da postoji pozitivna korelacija između obuke, razvoja i ljudskog kapitala, jer se ogleda u unapređenju vještina zaposlenika, kao i pozitivnim odnosom prema učinku na poslu.

Ključne reči: obuka, razvoj, ljudski kapital, učinak, javni sektor

The Importance of Training and Development of Human Capital in the Public Sector

Considering that human capital development is considered the right factor to move forward successfully, it is the market demand that constantly requires professionalism at the highest level. Therefore, the purpose of this paper is to help identify the importance of human capital training and development in public institutions in Kosovo. It is assumed that the success and sustainability of public institutions are a direct result of their commitment to achieving the objectives they have set for themselves in line with their mission and vision. However, no goal can be achieved without motivated and well-trained human capital. Therefore, investing in the training and continuous development of employees is the basis for achieving a positive performance of human capital and the institution as a whole. Considering that training is an important strategy for the development of human capital and the achievement of the institutional objectives, the implementation of this paper is based on primary data obtained through an online questionnaire distributed to public institutions in Kosovo. First, a descriptive statistical analysis was performed, which was followed up with a linear regression in order to confirm the hypotheses made in this paper. The results have shown that there is a positive correlation between training, development and human capital, as it is reflected in the improvement of employees skills, as well as in a positive relationship with job performance.

Keywords: training, development, human resources, performance, public sector

Poslovne prevare

Poslovne prevare so stare toliko, kot je staro poslovanje samo in ves ta čas so se razvijale in širile ter tako postale vse bolj kompleksne, skrbno načrtovane in izvedene pod krinko zakonitosti. Poslovne prevare so tako postale del sodobnega poslovnega življenja po vsem svetu in dosega izredno velik obseg, zaradi katerih ne trpi le posamezno podjetje, temveč celotno gospodarstvo, saj se povzroča ogromna finančna škoda, hkrati pa se slabša tudi blaginja družbe kot celote. Preiskovanje poslovnih prevar je tako vseskozi prednostna naloga tudi slovenske policije. V prispevku predstavimo oblike poslovnih prevar in njihovo odkrivanje, pri čemer v teoretičnem delu najprej opredelimo osnovne pojme, povezane s poslovnimi prevarami, temeljne razloge, zakaj prihaja do prevar, ter načine za njihovo odkrivanje in preprečevanje. Pri tem se med drugim dotaknemo tudi nove veje v računovodstvu, in sicer forenzičnega računovodstva, ki z visoko ravno strokovnosti, inovativnosti in interdisciplinarnosti preiskuje (ne)dovoljeno poslovanje podjetij. V empiričnem delu pa na podlagi pridobljenih podatkov analiziramo, kolikšna škoda se letno povzroči s tovrstnimi kaznivimi dejanji ter katera kazniva dejanja med poslovnimi prevarami prevladujejo. Zanima nas tudi, v kolikšni meri se je število poslovnih prevar povešalo oziroma zmanjšalo v času pandemije covid-19.

Ključne besede: poslovne prevare, računovodstvo, kreativno računovodstvo, forenzično računovodstvo, policija

Business Fraud

Business fraud is as old as business itself, and has evolved and expanded over time to become increasingly complex, carefully planned and carried out under the guise of legality. Business fraud has become part of modern business life all over the world and has an extremely high volume, affecting not only a specific company, but the entire economy, causing enormous financial damage while the prosperity of society decreases. Investigation of business fraud is also a priority of the Slovenian police. In this article, we present forms of business fraud and their detection. In the theoretical part, we first define the basic concepts related to business fraud, the fundamental reasons why someone decides to commit business fraud, and the ways to detect and prevent it. We also present a new field of accounting - forensic accounting, which investigates (un)permitted business transactions with a high degree of professionalism, innovation and interdisciplinarity. In the empirical part, we analyse what damage is caused annually by business fraud and what crimes are predominant. We are also interested in whether the number of business frauds increased or decreased during the Covid-19 pandemic.

Keywords: business fraud, accounting, creative accounting, forensic accounting, police

Pravne oblike poslovnih subjektov v Sloveniji od 2008 do 2021

Od 31. marca 2008 Agencija Republike Slovenije za javnopravne evidence in storitve (AJPES) četrtletno objavlja statistični pregled o poslovnih subjektih, vključno s statistiko o pravni obliki teh subjektov. Glede na visoko število možnih pravnih oblik (101) za bolj pregledno predstavitev prispevek najprej analizira glavne kategorije (skupine) pravnih oblik poslovnih subjektov (podjetniki, gospodarske družbe itd.), v obdobju od 2008 do 2021. V drugem koraku smo znotraj posameznih skupin analizirali statistične podatke o najpomembnejših pravnih oblikah, ki temeljijo na svobodnem združevanju fizičnih in pravnih oseb. Statistika kaže, da so najštevilčnejši poslovni subjekti podjetniki. Med gospodarskimi družbami so najštevilčnejše družbe z omejeno odgovornostjo, medtem ko se je število vseh drugih gospodarskih družb v obravnavanem obdobju znatno zmanjšalo. Izmed drugih pravnih oseb se je najbolj povečalo število (zasebnih) zavodov, (za 150,8 %). Na opisane strukturne spremembe so vplivali zakonodaja, gospodarska politika in drugi procesi v družbi.

Ključne besede: poslovni subjekti, pravna oblika, Slovenija

Legal Forms of Business Entities in Slovenia from 2008 to 2021

Since 31 March 2008, the Agency of the Republic of Slovenia for Public Legal Records and Related Services (AJPES) publishes a quarterly statistical overview of business entities, including statistics by legal form of business entities. Given a high total number of legal forms (101), in order to make the presentation clearer, the paper first analyses statistical data on the main categories (groups) of legal forms (individuals, commercial companies, etc.) in the period from 2008 to 2021. In the second step, the most important legal forms based on the free association of individuals and legal entities are explored within the groups. The statistics show that the most numerous business entity is entrepreneurs. Among commercial companies, limited liability companies are by far the most numerous, while the number of other commercial companies has decreased significantly. Among other legal entities, the largest increase has been recorded in private institutes (150.8 %). These structural changes were influenced by legislation, economic policy and other developments in society.

Keywords: business entities, legal form, Slovenia

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Savremeno okruženje preduzeća

Ono što je danas okruženje preduzeća u potpunosti menja njegovo dosadašnje ponašanje. Do kraja prošlog veka težilo se gigantizmu, a sada akcenat je na efikasnosti i efektivnosti. To je najbolje definisao Piter Draker zaključkom da »preduzeće ne treba da bude veće, samo treba da bude bolje«. A za to mu treba mnogo više agilnosti nego do sada. Jer, naše vreme je vreme promena. Ko ne može te promene da sledi i, više od toga, da prednjači i njime upravlja, rizikuje da bude odbačen. Sve veća dinamika zbivanja poslovnih aktivnosti je osnovna karakteristika okruženja savremenog preduzeća. Tržišnost je postala osnovna determinanta aktuelnog trenutka poslovanja preduzeća. A konkurentnost, kao osnovni atribut tržišnosti je jedan od uslova njegovog opstanka, rasta i razvoja. Više nije aktuelna izreka u tržišnim uslovima privredjivanja da »krupna riba guta sitnu«, već da »brza riba uništava sporu«. Upravo zato, savremena ekonomska misao se sve više okreće poslovnom uspehu preduzeća i njegovom optimalnom organizovanju. To jednako važi za sva preduzeća.

Ključne reči: okruženje, poslovanje, tržišnost

Contemporary Business Environment

The modern definition of contemporary business environment completely changes the previous behaviour. Until the end of the last century it was defined by massiveness, while today the emphasis is on efficiency and effectiveness. Peter Drucker's conclusion sums it up best, "A company should not be bigger, it just needs to be better." This requires more agility than ever, because our time is the time of change. Those who are not able to follow and, moreover, lead and manage these changes, risk rejection or failure. The increasing dynamics of business activities is the main characteristic of today's business environment. Marketability has become a fundamental determinant of the current timing of a company's business operations. Competitiveness as a basic attribute of marketability is one of the prerequisites for the survival, growth and development of an enterprise. The saying "big fish eat small fish" is no longer relevant, but "fast fish eat slow fish". Therefore, modern economic thinking is increasingly focused on the economic success of a company and its optimal organisation. This applies equally to all companies.

Keywords: environment, business, marketability

Razvoj zavedanja družbene odgovornosti

Zadnjih 60 let smo priča vse bolj intenzivnemu obravnavanju pojma družbene odgovornosti in njegove uporabe v praksi. Kljub temu še danes ni njegove enotne, splošno sprejete opredelitve. Razvoj teorije družbene odgovornosti podjetij je hitrejši od razvoja družbene odgovornosti posameznika. Še vedno je pojem družbene odgovornosti zlorabljan v različne politične in poslovne namene in prepuščen različnim civilnim pobudam ter gibanjem, v nobeni državi pa še ni bil dosledno vpeljan v njen gospodarski in pravni sistem. Ostaja torej na ravni deklaracij, prostovoljnega razmišljanja in filantropije, čeprav tudi z določenim učinkom uvajanja v prakso nekaterih združb. V prispevku želimo prispevati k utemeljitvi razlogov za sistematičen in sistemski pristop k razumevanju in uporabi načel družbene odgovornosti v teoriji in praksi. Avtor pokaže, da vsebina družbene odgovornosti ni nekaj novega, saj spremlja človeštvo od njegovega nastanka dalje. Upoštevanje načel družbene odgovornosti pa je pogoj za uspešen nadaljnji razvoj ne samo posameznih podjetij ali držav, temveč človeške družbe nasploh. Zato je koristen razmislek o preteklem razvoju zavedanja družbene odgovornosti, o slabostih trenutnega stanja in o nujnosti prihodnjega uveljavljanja njenih načel.

Ključne besede: zavedanje družbene odgovornosti, človeške potrebe, dodana vrednost, zakon dodane vrednosti, trajnostna družba

Development of Social Responsibility Awareness

Over the past 60 years, we have witnessed an increasingly intense exploration of the concept of social responsibility and its application in practice. Nevertheless, there is no universally accepted definition today. The development of corporate social responsibility is faster than the development of social responsibility of an individual person. The concept of social responsibility is abused for various political and business purposes and left to various civil initiatives and movements. It has not yet been consistently introduced into the economic and legal systems of all countries. It remains at the level of declarations, voluntary thinking and philanthropy, albeit with some effect of use in the practice of some communities. In this article, the author aims to help justify the reasons for a systematic approach to understanding and applying the principles of social responsibility in theory and practice. The author shows that the content of social responsibility is nothing new, as it has accompanied humanity since its inception. The principles of corporate social responsibility are a prerequisite for successful further development, not only for individual companies or countries, but for human society in general. Therefore, it is useful to reflect on the development of social responsibility awareness so far, the disadvantages of the current situation and the urgency of enforcing its principles in the future.

Keywords: awareness of social responsibility, human needs, added value, the law of added value, a sustainable society

Kazalnik prognoze razvoja kariernih kompetenc med študenti Univerze v Novem mestu Fakultete za ekonomijo in informatiko

Med nadaljevanjem gospodarske negotovosti in zelo konkurenčnega trga dela bo karierni uspeh in zadovoljstvo doseženo pri posameznikih, ki bodo, izhajajoč iz dobrega poznavanja sebe, znali premostiti ovire na karierni poti. Od posameznika se pričakuje fleksibilnost in prilagodljivost, ki sta ključni lastnosti učinkovitega kariernega menedžmenta, da posameznik izkoristi svoje znanje, izkušnje in zavezanost odločitvam in išče odgovore na »kaj,« »kako« in »zakaj«. Kar pomeni, da bo vsak posameznik moral razviti niz kariernih kompetenc, ki mu bodo omogočile vpogled vase in v razumevanje okolja, v katerem deluje, da bo lahko vodil svojo kariero. S kvantitativno empirično raziskavo na vzorcu študentov prve stopnje UNM FEI smo s pomočjo pripomočka za samostojno vodenje kariere Karierni kompas proučili pripravljenost študentov na razvoj in krepitev kariernih kompetenc za uspešen karierni menedžment bodočih diplomantov, ki morajo biti ustrezno usposobljeni in spretni pri izbiri kariernih ciljev, kmarjenju po različnih zaposlitvenih priložnostih in izražanju njihovih prednosti in sposobnosti. Študija pokaže, da je zastopanost ključnih kariernih kompetenc pri študentih v povprečju visoka, večina študentov pa prepoznava šibkejšo zastopanost kompetence mreženja, ki pa je ključnega pomena pri iskanju zaposlitve.

Ključne besede: kariera, karierne kompetence, karierni menedžment, diplomant, trg dela

Indicator for Predicting the Development of Career Competences in Students of University of Novo mesto Faculty of Economics and Informatics

In times of economic uncertainty and a highly competitive labour market, career success and job satisfaction will come to those who are able to overcome obstacles in their career path. Individuals should be flexible and adaptable. These are key characteristics of effective career management so that individuals can use their knowledge, experience and commitment to make decisions and seek answers to the "what", "how" and "why". This means that individuals must have a set of career competencies that enable them to gain insight into themselves and understand the environment in which they work in order to manage their careers. Through a quantitative empirical research on a sample of UNM FEI first-cycle students, we used the Career Compass instrument to demonstrate students' readiness to develop and strengthen career competencies for successful career management of future graduates who need to be properly qualified and express their strengths and abilities according to various employment opportunities. The study shows that the representation of key career competencies among students is high on average, while most students recognise a weaker representation of networking competences, which are crucial for job search.

Keywords: career, career competencies, career management, graduates, labour market

Ekonomska analiza prevzemov in združitvev in vrednotenje prevzemnih ponudb

Avtor proučuje aktualno temo na področju finančnega in organizacijskega prestrukturiranja podjetij, s poudarkom na ekonomski analizi teh transakcij in vrednotenju prevzemnih ponudb. V uvodnem delu na kratko poda teoretični okvir prevzemov in združitvev. V nadaljevanju predstavi prevzeme in združitve, ki so pritegnile medijsko pozornost po vsem svetu in v Sloveniji, osvetli pa jih tudi z vidika veljavne slovenske zakonodaje. Osrednji del prispevka je namenjen ekonomski analizi združitvev podjetij. Na konkretnem primeru uporablja metodo »analiza diskontiranih denarnih tokov« in metodo »analiza tržne multiplikacije«. Dodana vrednost prispevka je avtorjev poskus finančno ovrednotiti prevzem na konkretnem računskem primeru. Kot najustreznejši kriterij odločanja izbire neto sedanjo vrednost in podrobno predstavi prednosti prevzemne transakcije. Opozarja na razliko med vrednotenjem prevzema podjetja in vrednotenjem drugih naložb. Ker je motiv za prevzem podjetja ekonomsko utemeljen in ne upravljavski, je ključno gonilo pri prevzemu podjetja maksimiranje vrednosti po opravljenem prevzemu. Na koncu povzema glavne ugotovitve svoje študije in vodstva podjetij, ki nameravajo izvesti prevzem in/ali združitvev, poziva, naj to storijo z veliko odgovornostjo in strokovnostjo.

Ključne besede: prevzemi, združitve, ekonomska analiza združitvev, vrednotenje prevzemnih ponudb, tržna kapitalizacija

Economic Analysis of Takeovers and Mergers and the Evaluation of Takeover Bids

The author studies topical subject in the field of financial and organizational restructuring of firms, with a focus on the economic analysis of these transactions and the evaluation of takeover bids. In the introductory part, he sketches out the theoretical framework of takeovers and mergers. He then proceeds by presenting several takeovers and mergers that attracted media attention worldwide and in Slovenia, viewing them from the perspective of applicable Slovenian legislation. The central part of the paper is dedicated to the economic analysis of mergers. He applies the "discounted cash flow analysis" method and the "market multiple analysis" method to a concrete case. The added value of the paper is the author's attempt to financially evaluate a takeover using a concrete numerical case study. He chooses net present value as the most appropriate decision making criterion and pinpoints the benefits of a takeover transaction. He points out the difference between the evaluation of a company takeover and the evaluation of other investments. As the motive for taking over a firm is economically based rather than management based, a key driver in the acquisition of a firm is value maximisation after the takeover has been carried out. Finally, he summarizes the main findings of the study and urges the management of firms who intend to implement a takeover and/or merger to do so with great responsibility and professionalism.

Keywords: takeovers, mergers, economic analysis of mergers, evaluation of takeover bids, market capitalisation

Prodajna pot ključna konkurenčna prednost trgovskih podjetij v času pandemije

Danes živimo v času izrazitega tehnološkega napredka in eksplozije informacijske tehnologije, ki narekujejo družbene spremembe. Pandemija covid-19 je poskrbela za vrsto sprememb in pretresla svetovno gospodarstvo ter povzročila korenite spremembe poslovanja vseh dejavnosti, ki so se znašle v situaciji izjemne negotovosti. Zaradi neznane situacije, ustvarjene z novim virusom, so številna podjetja spremenila svoje videnje spletnega poslovanja. Strah, negotovost in socialna distanca so močno vplivali tudi na prodajne poti kot posledica spremenjenih nakupovalnih navad. Trgovina se je zaradi zaprtja držav preselila na splet v obliki spletnega in mobilnega poslovanja in poskrbela tudi za spremembo demografije spletnega nakupovanja. V prispevku analiziramo, kako so se na spremenjene razmere odzvale največje klasične trgovske verige in največja spletna trgovina v Sloveniji. Po pregledu javno dostopnih podatkov smo ugotovili, da so se trgovine, tako klasične kot že digitalizirane, uspešno prilagodile na svetovno zdravstveno krizo in z uvedbo prilagojenih in novih prodajnih poti dosegle zastavljene cilje poslovanja. Gotovo pa je, da je usmeritev trgovin v digitalizacijo ter kombinacijo spletne in klasične prodajne poti, temelj nove realnosti in konkurenčne prednosti.

Ključne besede: prodajna pot, tradicionalne tržne poti, sodobne tržne poti, spletna trgovina

Sales Channel as a Key Competitive Advantage for Retailers during the Pandemic

We now live in a time of significant technological advancement and the explosion of information technology that dictates social changes. The Covid-19 pandemic triggered a series of changes and shook the global economy, caused significant changes in the operations of all activities, which entered a situation of extreme uncertainty. Due to the unknown situation created by a new virus, many companies changed their online business management. Fear, uncertainty and social distance also had a strong impact on sales channels as a result of changing shopping habits. The closing of countries has shifted retail business to the Internet in the form of mobile and online stores and caused demographic changes in online shopping. In this article, we analyse how the largest traditional retail chains and the largest online store in Slovenia have responded to the changing situation. After reviewing publicly available data, we found that both traditional and already digitized stores have successfully adapted to the global health crisis and achieved the set business goals by introducing customized and new sales channels. What is certain, however, is that the alignment of the stores with digitalisation and the combination of online and traditional sales business is the basis for a new reality and a competitive advantage.

Keywords: the sales channels, traditional sales channels, modern sales channels, online store

Razlogi za neizvajanje načela kakovosti v zdravstvu

V zdravstvu je zelo pomembno, da se vse udeležene v zdravstvene storitve upošteva enakopravno, pravočasno, ustrezno ter da so v največji meri vse storitve kakovostno in varno opravljene. Velikokrat se soočamo s pacienti, katerih želja je veliko in katerih želja težko upoštevamo, brez da bi se držali vseh standardov in postopkov, vendar je kljub vsemu na prvem mestu zaposlenega briga, da vsako storitev opravi strokovno, dosledno in v skladu s standardi kakovosti v zdravstvu. Nemalokrat se zgodi, da zdravstvene storitve niso izpeljane po vseh standardih, ki jih narekuje stroka, zato lahko pride do kršenja načel v zdravstvu. Osredotočamo se na načelo kakovosti, ki je bistveno, da se storitev lahko prične načrtovati in ne nazadnje tudi izvesti in zaključiti. V kolikor so načela kakovosti kršena, lahko pričakujemo neugodne izide zdravljenja za pacienta, kar pa vodi do slabšega zdravstvenega stanja pacienta in vpliv le-tega na njegovo življenje in življenje njegovih svojcev, lahko pa se pričakuje, da se pacient odloči ukrepati po pravni poti. Namen raziskave je ugotoviti, kateri so najpogostejši razlogi za neizvajanje načela kakovosti v zdravstvu.

Ključne besede: zaposleni v zdravstvu, načelo kakovosti v zdravstvu, pacient

Reasons for Non-Implementation of the Quality Principle in Health Care

In health care, it is very important that all participants in healthcare services are given equal, timely and appropriate consideration and that all services are delivered in a high-quality and safe manner. We often deal with patients who have many requests and whose wishes are difficult to fulfill without following all standards and procedures. But first and foremost it is the employee who ensures that each service is delivered professionally, consistently and in accordance with healthcare quality standards. It is common for healthcare services not to be provided in accordance with all standards prescribed by the profession, so a violation of the principles of healthcare delivery may occur. We focus on the principle of quality, which is essential for the service to be planned and, not to mention performed and completed. If the quality principles are violated, unfavorable treatment results for the patient are to be expected, which leads to a worse health condition of the patient and affects his life and the lives of his relatives, but can also lead to the patient deciding to take legal action. The purpose of the research is to identify the most common reasons for the non-implementation of the quality principle in health care.

Keywords: healthcare employees, quality in health care, patient

Produktivnost zaposlenih v času epidemije covid-19

Glavni cilj prispevka je ugotoviti vpliv zadovoljstva zaposlenih na njihovo produktivnost v času epidemije covid-19, ugotoviti vpliv ustreznega vodenja ter skrbnosti za dobro počutje zaposlenih na produktivnost zaposlenih v času epidemije covid-19. V vzorec je bilo vključenih 568 zaposlenih, ki so odgovorili na anketni vprašalnik. Raziskava temelji na izvedbi faktorske analize, s katero smo želeli zmanjšati veliko število spremenljivk v manjše število novih spremenljivk oziroma faktorjev, s katerimi smo izvedli enostavno linearno regresijo. Na podlagi rezultatov smo ugotovili, da ima zadovoljstvo zaposlenega pozitiven vpliv na njegovo produktivnost v času epidemije covid-19, na produktivnost zaposlenega pa pozitivno vpliva tudi ustrezno vodenje v času epidemije covid-19. Prav tako smo ugotovili, da v času epidemije covid-19 obstaja pozitiven vpliv skrbnosti za dobro počutje zaposlenih na produktivnost zaposlenega. S tega vidika je pomembno, da delodajalci z raznimi programi in strategijami tudi in še posebej v času epidemije covid-19 ne pozabijo na spodbujanje dobrega počutja zaposlenih, da dajejo poudarek na ustreznem vodenju ter povečujejo zadovoljstvo svojih zaposlenih, saj navedeno vpliva na povečanje produktivnosti zaposlenih, kar je še posebej pomembno v času krize, ki smo ji priča in tudi po njej.

Ključne besede: epidemija covid-19, vodenje, dobro počutje zaposlenih, zadovoljstvo zaposlenih, produktivnost zaposlenih

Employee Productivity during the Covid-19 Epidemic

The main objective of the paper is to determine the impact of employee satisfaction on employee productivity during the Covid-19 epidemic. It also aims to determine the impact of appropriate leadership and employee welfare on employee productivity during the Covid-19 epidemic. The sample included 568 employees who responded to the questionnaire. The study was based on factor analysis, which aimed to reduce a large number of variables to a smaller number of new variables (factors), with which we performed a simple linear regression. The results show that employee satisfaction has a positive impact on employee productivity during the Covid-19 epidemic and that employee productivity is also positively influenced by appropriate leadership during the Covid-19 epidemic. We also found that caring for employees during the Covid-19 epidemic has a positive effect on employee productivity. From this perspective, it is necessary for employers to promote employee well-being, emphasise appropriate leadership, and increase employee satisfaction during the Covid-19 epidemic, because this has the positive effect of increasing employee productivity during and after the crisis we are experiencing.

Keywords: Covid-19 epidemic, leadership, employee well-being, employee satisfaction, employee productivity

Samoevaluacija kao jedna od osnova za upravljanje karijerom

Samoevaluacija je višedimenzionalni proces, koji je u osnovi usmeren ka poboljšanju funkcionisanja i razvoju organizacije ili pojedinca. U najvećoj meri je primenjen u obrazovnim institucijama, ali i u menadžmentu karijerom. Upravljačka dimenzija ovog procesa je dominantna, jer se sve aktivnosti u njegovom odvijanju prevashodno svode na formiranje relevantne informacione osnove za utvrđivanje ciljeva budućeg razvoja. U toj funkciji je i izbor odgovarajućih indikatora, jer oni deteminišu krajnji rezultat ovog procesa i koriste se i za monitoring realizacije utvrđenih ciljeva i njihovu evaluaciju. Veliki doprinos valjanom identifikovanju tih ciljeva, utvrđivanju zadataka primenom SMART modela i određivanju dinamike u njihovoj realizaciji pruža SWOT analiza.

Ključne reči: samoevaluacija, indikatori, swot analiza, strategija, menadžment karijerom

Self-Evaluation as One of the Foundations for Career Management

Self-evaluation is a multidimensional process that essentially aims to improve the functioning and development of an organisation or an individual. It is mainly applied in educational institutions, but also in career management. The management dimension of this process is predominant, as all activities in its development are primarily aimed at forming a relevant information base for setting the goals of future development. The selection of appropriate indicators is also part of this function, as they determine the final outcome of this process and are also used for monitoring the achievement of the established goals and their evaluation. A great contribution to the valid identification of these goals, to the determination of the tasks using the SMART model and to the determination of the dynamics in their realisation is provided by the SWOT analysis.

Keywords: self-evaluation, indicators, SWOT analysis, strategy, career management

Vidiki presoje videokonferenčnih platform v podjetjih

V sodobnem poslovnem okolju videokonferenčne platforme dopolnjujejo in nadomeščajo stike v živo, v času pandemije covid-19 pa so prepoznane za nepogrešljive pri vzdrževanju komunikacij med deležniki. Glavni cilj prispevka je predstaviti presojo videokonferenčnih platform – alternativ po različnih vidikih – kriterijih in po vseh relevantnih kriterijih hkrati z namenom izbire najbolj ustrezne platforme v podjetjih. Postopek presoje smo podprli z večkriterijsko metodo analitičnega hierarhičnega procesa. V praktičnem primeru dobljene uteži kažejo, da je najpomembnejša uporabnost, ki ji sledijo varnost, tehnični vidik in stroški. Z idealnim načinom sinteze dobljene agregirane vrednosti alternativ v praktičnem primeru kažejo, da je alternativa, ki je prvouvrščena po vseh kriterijih, hkrati tudi najbolj uporabna in vama. Možnost nadaljnjih raziskav vidimo v izvedbi raziskave s pomočjo vprašalnika, da bi ugotovili dejansko stanje uporabe različnih vrst videokonferenčnih platform v podjetjih v Sloveniji, ter v proučitvi drugih metod za določanje pomembnosti kriterijev in njihove povezanosti.

Ključne besede: digitalizacija, večkriterijska presoja, videokonferenčna platforma

Aspects of the Evaluation of Video Conferencing Platforms in Companies

In the modern business environment, video conferencing platforms complement and replace live contacts, and during the Covid-19 pandemic they are recognised as indispensable for maintaining communication between stakeholders. The main aim of this paper is to present the evaluation of video conferencing platforms - alternatives in terms of different aspects - criteria and in terms of all relevant criteria with the purpose of selecting the most appropriate video conferencing platform in companies. The evaluation procedure was supported by the multi-criteria method, the analytical hierarchy process. In the practical example, the obtained weights show that usability is the most important aspect, followed by safety, cost and technical aspect. The total values of the alternatives obtained by the ideal synthesis mode show that the first ranked alternative is the most usable and safe. Further research possibilities include a questionnaire-based survey with the aim of determining the actual state of use of video conferencing platforms in companies in Slovenia and considering other methods of determining the importance of the criteria and their relationships.

Keywords: digitalisation, multi-criteria evaluation, video conferencing platform

Informacijska varnost v šolskem okolju

Živimo v času, ko smo posamezniki, šole in podjetja tako v zasebnem kot v poslovnem svetu vse bolj izpostavljeni grožnjam računalniškega kriminala. Ljudje še vedno mislimo, da načeloma nismo neposredno izpostavljeni nevarnostim, saj se tovrstni zločinci raje lotijo večjih rib oziroma podjetij, ker je tam večji zaslužek, kar pa še ne pomeni, da posamezniki in šole ne igrajo ključne vloge. Da je informacijska varnost še kako pomembna, se zaveda premalo ljudi, to pa s pridom izkoriščajo nepridipravi. Poznamo več oblik računalniškega kriminala in s tem več vrst zlonamernih kode, ki pri tovrstnem kriminalu igrajo glavno vlogo. Nekatere so dokaj nenevame, druge pa lahko povzročijo veliko poslovno škodo podjetjem, seveda pa tudi posamezniku. Tudi v šoli se srečujemo s potencialno nevarnimi oblikami računalniškega kriminala. Za boj proti njemu v šoli uporabljamo več obrambnih mehanizmov, ki skupaj kot celota lahko učinkovito ščitijo pred nevarnostmi računalniškega kriminala. Zaradi vse večjih potreb po dostopnosti do interneta in vse večjega števila uporabnikov je obstoječa zaščita slabše učinkovita.

Ključne besede: informacijska varnost, računalniški kriminal, zlonamerna koda, poslovna škoda, ljudje

Information Security in the School Environment

We live in a time when individuals, schools and companies are increasingly exposed to the threat of cybercrime in their private or work lives. In general, people still tend to think that they are not directly exposed to this threat because cybercriminals tend to target 'bigger fish' such as companies due to bigger profits. However, this does not mean that individuals and schools are not important. Not many people are aware of the importance of information security, which greatly benefits the cybercriminals. There are different types of cybercrime and malwares that are key to this type of crime. While some malwares are quite harmless, others can cause great business damage to both companies and individuals. Schools can also be exposed to potentially dangerous forms of cybercrime. If schools employ a variety of defenses, they can effectively protect themselves against cybercrime threats. However, due to the increasing demands on Internet access and the number of users, the existing protection seems to be less efficient.

Keywords: information security, cybercrime, malware, business damage, people

Vpliv epidemije covid-19 na varčevanje gospodinjstev v Sloveniji

Ta prispevek raziskuje vpliv epidemije covid-19 na varčevanje slovenskih gospodinjstev. V ta namen prikazuje ekonometrični model in v njem tiste makroekonomske spremenljivke, ki imajo statistično značilen vpliv na varčevanje gospodinjstev. Raziskava je omejena na varčevanje gospodinjstev pri bankah, pri tem pa bomo upoštevali vse vloge gospodinjstev pri bankah, tako vloge na vpogled, kakor tudi vezane vloge. Upoštevali bomo vloge v vseh valutah. Med neodvisnimi spremenljivkami bomo v izhodišču upoštevali širok spekter makroekonomskih spremenljivk, ki bi vsebinsko gledano lahko imele vpliv na obseg varčevanja gospodinjstev pri bankah. Tako bomo upoštevali makroekonomske spremenljivke, ki merijo obseg gospodarske aktivnosti, zaposlenost, ki določa obseg gospodinjstev z možnostjo varčevanja, obrestne mere za bančne vloge, ki določajo cenovno zanimivost bančnih depozitov kot oblike varčevanja, ceno kriptovalut kot alternativno obliko varčevanja, pa tudi negotovost na strani prebivalstva, kar bomo merili s pomočjo gibanja cen plemenitih kovin, med njimi zlata, ki ima tradicionalno na trgu status ultimativnega hranilca vrednosti. Rezultati te raziskave bodo v pomoč podjetjem pri načrtovanju njihove prodaje v času še trajajoče epidemije covid-19, pa tudi vsem posameznikom, ki sodelujejo pri oblikovanju fiskalne politike na nivoju države.

Ključne besede: bančništvo, varčevanje, ekonometrični model, makroekonomske spremenljivke, covid-19

Impact of the Covid-19 Epidemic on Household Savings in Slovenia

This paper examines the impact of the Covid-19 epidemic on Slovenian household savings. For this purpose, the econometric model and macroeconomic variables that have a statistically significant impact on household savings are presented. This research is limited to household savings in banks, and we will consider all household deposits in banks, both demand deposits and time deposits. We will consider deposits in all currencies. Among the independent variables, we will initially take into account a wide range of macroeconomic variables that could have a substantive impact on the volume of household savings in banks. Thus, we will take into account macroeconomic variables that measure the volume of economic activity, macroeconomic variables that measure employment, which determine the number of households capable of saving, interest rates on bank deposits, which determine the price attractiveness of bank deposits as a form of savings, the price of cryptocurrencies as an alternative form of savings, and also people's uncertainty, which we will measure with the price volatility of precious metals, including gold, which traditionally has the status of the ultimate value saver in the market. The results of this research will help companies plan their sales during the ongoing Covid-19 epidemic, and will also help all people involved in fiscal policy-making at the government level.

Keywords: banking, savings, econometric model, macroeconomic variables, Covid-19

Kakovostno in varno zdravstveno okolje starostnika po operaciji kolka

Danes kakovost in varnost ni več le tehnična kategorija, ampak ju razumemo kot sredstvo za zagotavljanje dolgoročnega stabilnega razvoja organizacij in kot skupno splošno vrednoto. Kakovostna zdravstvena nega mora biti varna in ne sme škodovati, preprečevati mora poškodbe, biti mora usklajena s standardi in smericami, obdana z visoko strokovnostjo vseh zaposlenih na področju zdravstvene nege, brez napačnih terapij, upoštevati mora pohvale in pritožbe. Varnost je opustitev vsakršnih nespremenljivih rizikov za škodo oziroma poškodbo. Kakovostna in varna zdravstvena obravnava sta ključni za celostno obravnavo starostnikov po operaciji kolka. V prispevku so predstavljene ugotovitve nestrukturiranega pregleda pisnih virov. Identificiranih je bilo XXX znanstvenih člankov. Padci so posledica patološkega dogajanja v starostniku in izven starostnika. Vzroki so v človeku samem in v njegovih omejenih zmogljivostih, da bi se gibal zanesljivo. Najpogostejše posledice padcev so okvare mehkih delov gibalnega sistema in zlomi. Strah pred padcem še dodatno omeji njihove aktivnosti in sklene začaran krog, postanejo nezanesljivi in nevarnost padca se še poveča. Metode za izboljšanje kakovosti in varnosti, ki izhajajo iz organizacije in poslovnega upravljanja, lahko pomagajo oblikovati preventivne programe preprečevanja padcev.

Ključne besede: kakovost, varnost, starostnik po operaciji kolka, zdravstveno okolje

Quality and Safety in the Healthcare Environment of the Elderly after Hip Surgery

Quality and safety are no longer just a technical category, but they are understood as a means to ensure an understanding of the stable development of the organisation and as a general value. Quality nursing care must be safe and not harmful, it must prevent injuries, it must comply with standards and guidelines, it must be surrounded by a high level of professionalism of all nursing staff, without false therapies, it must respect praise and complaints. Safety is the exclusion of any unchangeable risks of harm or injury. High quality and safe medical treatment is crucial for comprehensive treatment of elderly after hip surgery. This paper presents the findings of an unstructured review of written sources. XXX scientific articles were identified. Falls are the result of pathological events in the elderly and outside of the elderly. The causes lie in the person himself and in his limited ability to move reliably. The most common consequences of falls are damage to the soft parts of the musculoskeletal system and fractures. The fear of falling further restricts their activities and closes a vicious circle, they become unreliable and the risk of falling increases. Methods for improving quality and safety derived from organisational and business management practices can help in designing fall prevention programmes.

Keywords: quality, safety, elderly after hip surgery, healthcare environment

Dizajn radnog mjesta kao inovativni menadžment

Sažetak: Da bi se povećala produktivnost ljudi na radnom mjestu, neophodno je i da postoji tačan raspored zadataka sa utvrđenim ciljevima i vremenom njihovog izvršenja. Ukoliko je preduzeće usmjereno na predstavljeni način, olakšano je praćenje i kontrola ostvarivanja organizacionih ciljeva. Cilj rada jeste da se utvrdi postojanje i prepoznavanje organizacionog dizajna radnog mjesta u Bosni i Hercegovini, kao i prepoznavanje uloge menadžera u organizaciji.

Cljučne riječi: organizacija, radni zadaci, konkurentnost, zaposleni, BiH

Workplace Design as Innovative Management

In order to increase the productivity of people in the workplace, it is necessary to have an accurate schedule of tasks with set goals and time for their execution. If the company is managed in the presented way, it is easier to monitor and control the achievement of organisational goals. The aim of this paper is to identify the existence and recognition of the organisational design of the workplace in Bosnia and Herzegovina, as well as the role of managers in the organisation.

Keywords: organisation, work tasks, competitiveness, employees, BiH

Frank Taussig – čovjek koji nas je naučio kako se predaje ekonomija

Danas se imena Franka Williama Taussiga, rijetko ko sijeća. U većini novijih knjiga posvećenih razvoju istorije ekonomske misli ovo se ime više ne spominje ili se spominje tek uzgred. Međutim, radi se o izuzetnom čovjeku koji je zadužio ne samo ekonomiju kao nauku (naročito međunarodnu ekonomiju), već nas je i naučio kako trebamo da predajemo ekonomiju studentima. Zapravo, način na koji je on predavao ekonomiju još početkom XX vijeka, danas se kolokvijano naziva »bolonjskim« i uključuje otvorenu debatu između nastavnika i studenata, uključivanje studenata u naučna istraživanja tokom i nakon časa itd. Iako je ovakav način predavanja danas široko raširen malo nastavnika i studenata su svjesno ko je bio prvi moderni naučnik i nastavnik koji se vratio ovim metodama koje su poznavali još stari Grci. Ovaj rad omaže velikom čovjeku.

Ključne riječi: Frank Taussig, bolonjski način, istorija ekonomske misli

Frank Taussig – the Man Who Taught Us how to Teach Economics

Today, the name of Frank William Taussig is almost forgotten. In most recent books on the development of the history of economic thought, his name is no longer cited or only in passing. However, he was an exceptional man who not only endowed economics as a science (especially international economics), but also showed us how to teach economics to students. The way he taught economics in the early twentieth century is now colloquially known as "Bologna" and includes an open debate between teachers and students, engaging students in scientific research during and after class, etc. Although this way of teaching is widely used today, few teachers and students know who was the first modern scientist and teacher who used these methods already known to the ancient Greeks and, moreover, was a very prolific scientist in the field of international economics. The paper pays tribute to this great man.

Keywords: Frank Taussig, Bologna educational system, history of economics

Socijalne preduzetničke namere studentske populacije za vreme pandemije covid-19

Pandemija covid-19 prouzrokovala je kako ekonomske, tako i socijalne probleme u svetskoj populaciji. Jedan od načina koji je prepoznat za zajedničko rešavanje oba ova problema jeste osnivanje socijalnih preduzeća. Kao važan generator socijalne preduzetničke aktivnosti i ponašanja izdvojili su se mladi koji se još nalaze u obrazovnom procesu i koji se prolaskom kroz sistem obrazovanja mogu pripremiti za buduće preduzetničke poduhvate. Zbog toga je vrlo bitno prepoznati takve osobe i usmeriti ih ka pravim obrazovnim programima sprovođenjem aktivnosti karijernog menadžmenta. S tim u vezi, predmet ovog rada jeste merenje socijalnih preduzetničkih namera studentske populacije u Republici Srbiji ($n = 350$) i prediktora tih namera kao što su: prethodno radno iskustvo, empatija, moralna obaveza, socijalna preduzetnička samoefikasnost i percipirana društvena podrška koju bi oni dobili kada bi se odlučili da postanu socijalni preduzetnici. Istraživanje je pokazalo da iako studenti nemaju prethodno radno iskustvo u rešavanju društvenih problema, smatraju da imaju značajan nivo ostalih prediktora socijalnih preduzetničkih namera, kao i njih same.

Cljučne reči: Socijalne preduzetničke namere, studenti, pandemija covid-19

Social Entrepreneurial Intentions of the Student Population during the Covid-19 Pandemic

The Covid-19 pandemic caused both economic and social problems in the world population. One of the recognised ways to solve these two problems together is through the creation of social enterprises. Young people who are still in the process of education and who can prepare for future entrepreneurial ventures through the education system have emerged as an important driver of social entrepreneurship and social behaviour. Therefore, it is very important to identify such individuals and direct them towards the right educational programmes through career management activities. In this context, the purpose of this paper is to measure the social entrepreneurial intentions of students in the Republic of Serbia ($n = 350$) and the predictors of these intentions, such as: previous work experience, empathy, moral obligation, social entrepreneurial self-efficacy and perceived social support they may receive if they decide to become social entrepreneurs. The research showed that although students have no prior work experience in solving social problems, they believe that they have significant levels of other predictors of social entrepreneurial intentions, as well as themselves.

Keywords: social entrepreneurial intentions, students, Covid-19 pandemic

Sodelovanje slovenskih pridelovalcev v shemi kakovosti

Slovenija je med državami članicami z najnižjo stopnjo kakovostnega gospodarskega povezovanja na vertikalni in horizontalni ravni agroživilstva. Pomemben mehanizem krepitve ekonomskega in pogajalskega položaja primarnih proizvajalcev v verigi vrednosti preskrbe s hrano je vključevanju kmetov v sheme kakovosti. Toda zakaj se kmetje, ki pridelujejo izdelke v okviru shem kakovosti, slabo povezujejo? Kakšne izkušnje, prednosti in slabosti ter ovire v sodelovanju v shemah kakovosti prepoznajo kmetje? To so ključna vprašanja, na katera smo odgovorili s poglobljenimi intervjuji z 18 slovenskimi pridelovalci, ki sodelujejo v shemah kakovosti. Raziskava je pokazala, da so intervjuvanci v glavnem nezadovoljni s sodelovanjem v shemah kakovosti, ker niso opravičile pričakovanja o višji vrednosti živilskega izdelka. Rešitve vidijo v nadaljnji promociji petih shem kakovosti s ciljem dvigniti zavest potrošnikom o shemah kakovosti. Intervjuvanci od države pričakujejo večjo angažiranost pri preprečevanju manipulacije s trgovskimi blagovnimi znamkami, podporo pri združevanju v različne mreže in v skupni predelavi.

Ključne besede: sheme kakovosti, slovenski pridelovalci hrane, verige oskrbe s hrano

Participation of Slovenian Producers in Quality Schemes

Slovenia is among the member states with the lowest level of qualitative economic integration at the vertical and horizontal levels of the agri-food sector. An important mechanism for strengthening the economic and negotiating position of primary producers in the food supply value chain is the participation of farmers in quality schemes. But why are farmers producing products under quality schemes so poorly connected? What are farmers' experiences, strengths and weaknesses, and what are the barriers to participation in quality schemes? These are the main questions we answered in in-depth interviews with 18 Slovenian farmers participating in quality schemes. The survey revealed that respondents are generally dissatisfied with participation in quality schemes because they do not meet the expectations of higher food value. They see solutions in the further promotion of five quality schemes with the aim of raising consumer awareness of quality schemes. Respondents expect greater government involvement in preventing brand manipulation, support for joining different networks and joint processing.

Keywords: quality schemes, Slovenian food producers, food supply chains

Delovna terapija v integrirani oskrbi odvisnih od prepovedanih drog

Odvisnost od prepovedanih drog je kronična bolezen, ki močno spremeni posameznikovo življenje in vpliva na zdravje uporabnika. Integrirana oskrba odvisnih od prepovedanih drog je ključnega pomena pri zamejevanju negativnih vplivov: oslabiljen organizem, okužbe z nalezljivimi boleznimi, težave s kriminalom, socialna izključenost. V Sloveniji obstajajo različne ravni obravnave in programi za pomoč odvisnim od prepovedanih drog: nizkopražni in visokopražni programi, nevladne organizacije, centri za socialno delo, zapori. Pri zdravljenju oseb z odvisnostjo se delovna terapija vključuje v področja izobraževanja, izzivov, kognitivnega upadanja, razvoja novih vlog, spretnosti organiziranja časa obvladovanja stresa in treninga socialnih spretnosti. Z namenom analize pomembnosti integrirane oskrbe odvisnih od prepovedanih drog in pomembnosti vloge delovne terapije v procesu zdravljenja sta bila izvedena pregled literature in kvantitativna analiza pol-strukturiranega intervjuja z uporabo induktivnega pristopa kodiranja. Analiza je pokazala pomembnost integrirane oskrbe odvisnih od prepovedanih drog in pomembnost vloge delovne terapije v procesu zdravljenja.

Ključne besede: odvisnost od prepovedanih drog, integrirana oskrba, delovna terapija, zmanjševanje škode, reintegracija

Occupational Therapy in the Integrated Care of Drug Addicts

Drug addiction is a chronic disease that greatly changes the life of individuals and affects the health of users. Integrated care of drug addicts is crucial for limiting the negative effects: weakened organism, problems with infectious diseases, problems with crime, social exclusion. In Slovenia, there are different levels of treatment and programmes to support drug addicts: low-threshold and high-threshold programmes, non-governmental organisations, social work centres, prisons. When treating people with addiction problems, occupational therapy is used in the areas of education, challenges of cognitive decline, development of new roles, time management, stress management and social skills training. To analyse the importance of integrated care for drug addicts and the important role of occupational therapy in the treatment process, a literature review and quantitative analysis of a semi-structured interview were conducted using an inductive coding approach. The analysis showed the importance of integrated care for drug addicts and the important role of occupational therapy in the treatment process.

Keywords: drug addiction, integrated care, occupational therapy, harm reduction, reintegration

Vodenje za inovativnost na primeru tehniške gimnazije

V nenehno spreminjajočem se svetu in ob pandemiji covid-19 smo bili priča številnim spremembam na področju izobraževanja, ki je bilo postavljeno pred nove izzive, pri čemer so se spremenili tako pristopi v izobraževalnem procesu, kot tudi vloga učitelja in ravnatelja. V prispevku se bomo osredotočili na vlogo ravnatelja in koncept vodenja za inovativnost. Vodenje za inovativnost pomeni ustvarjanje organizacijske kulture, ki sprejema ideje, ljudi, raznolikost, predvsem pa pomeni premik v miselni naravnost vseh vpletenih deležnikov. Takšna oblika vodenja prinaša nove ideje in daje energijo sami vlogi vodje, hkrati pa spodbuja timsko delo in sodelovanje. Vodenje za inovativnost je v prvi vrsti intuitivno vodenje, odprto za različne možnosti, pri čemer cilj ni iskanje pravih ali napačnih odgovorov, temveč iskanje boljših, novih načinov delovanja ter raziskovanje številnih možnosti. Predstavili bomo primer vodenja za inovativnost na primeru tehniške gimnazije, pri čemer bomo pojasnili, od kod potreba po takšnem vodenju, kako se je izvajalo, kako so se deležniki odzivali in kakšni so bili učinki.

Ključne besede: vodenje, inovativnost, izobraževanje, miselna naravnost, timsko delo

Leadership for Innovation – a Case Study of a Technical Grammar School

In our ever-changing world and during the Covid-19 pandemic, we witnessed many changes in education, which brought new challenges, changing teaching methods and also changed the role of a teacher and a principal. This article deals with the role of the principal and discusses the concept of leadership for innovation. Leadership for innovation is about creating an organisational culture that is open to people, ideas and diversity and most importantly, promotes a shift in the mindset of everyone involved in the process. This type of leadership brings in new ideas and energises the role of the leader while encouraging team work and collaboration. Leadership for innovation is primarily intuitive leadership that is open to different possibilities and does not seek the right or wrong answer, but rather seeks better, new ways of leading and exploring different options. This case study focuses on leadership for innovation at a Technical Grammar school and explores the need for such leadership, implementation, the response of the participants and the results.

Keywords: leadership, innovation, education, mindset, team work

Trendovi globalnog obrazovnog procesa kao putokaz razvoja visokog obrazovanja zemalja Zapadnog Balkana

Kao odgovor na aktuelne globalne trendove u oblasti visokog obrazovanja zemalja Zapadnog Balkana preovlađuje stav, da su potrebne velike reforme, kako bi se pomoglo visokom obrazovanju, da se uspješno takmiči u uslovima globalizacije i ekonomije zasnovane na znanju u evropskom obrazovnom prostoru. Studije usmjerene na lični uspjeh učenika i njegovo obrazovanje neodvojive su od tehnološkog napretka i mogućnosti međunarodne mobilnosti, integracije vrhunskih međunarodnih nastavnika, zajedničkih studija sa studentima iz različitih zemalja, kao i drugih faktora koji mogu pomoći u pripremi otvorenih, fleksibilnih, kreativnih i dobro pripremljenih diplomaca za sve zahtjevnije tržište rada. Kvalitet istraživanja i obrazovanja bi trebalo da ostane prioritet u visokom obrazovanju. Upravljanje visokoškolskim ustanovama mora biti zasnovano na duhu zajednice, autonomiji akademskih jedinica, kao i na pristupu usmjerenom na rezultate koji vode ka većoj efikasnosti, efektivnosti i finansijskoj stabilnosti. Obrazovanje je u evropskim okvirima određeno kao jedan od najvažnijih faktora u razvoju savremene ekonomije zasnovane na znanju. Ako želimo da budemo ravnopravan učesnik na društvenoj globalnoj pozomici, moramo da odgovorimo nadolazećim izazovima.

Ključne riječi: obrazovanje, menadžment, konkurencija, tržište, reforma

Trends of the Global Educational Process as a Guide for the Development of Higher Education in the Western Balkans

In response to the current global trends in higher education in the Western Balkans, the prevailing view is that major reforms are needed for higher education to succeed in the context of globalisation and the knowledge economy in the European education area. Studies focused on personal success and student education are inextricably linked to technological advances and opportunities for international mobility, integration of top international teachers, joint studies with students from different countries, and other factors that can help produce open-minded, flexible, creative and well-prepared graduates for the increasingly demanding labour market. The quality of research and education should remain a priority in higher education. The management of higher education institutions must be based on the spirit of community, the autonomy of academic units, and an outcome-based approach that leads to greater efficiency, effectiveness and financial stability. In the European context, education has been identified as one of the most important factors for the development of a modern knowledge-based economy. The aspiration to be an equal participant on the global social stage must meet the challenges ahead.

Keywords: education, management, competition, market, reform

Vpliv medosebnih odnosov in vodenja na zadovoljstvo medicinskih sester

Dobri medosebni odnosi so osnova za pot do zadovoljstva zaposlenih v delovnem okolju, hkrati pa so osnova za timsko delo, ki zaposlene povezuje med seboj. Z zadovoljstvom na delovnem mestu pa zaposleni prispevajo k uspešnosti in ugledu organizacije. Doseči, da bodo zaposleni na delovnem mestu zadovoljni, predstavlja izziv tudi za vodjo, ki s svojim ustreznim načinom vodenja lahko to tudi doseže. V prispevku med medicinskimi sestrami Klinike Golnik obravnavamo medosebne odnose med zaposlenimi in z vodjo ter vpliv vodenja na medosebne odnose. V raziskavi najprej prikažemo rezultate lastnega anketnega vprašalnika, izvedenega v 2021 za tri bolniške oddelke znotraj Klinike Golnik: Bolniški oddelek za interventno pulmologijo, akutni Bolniški oddelek 1 in akutni Bolniški oddelek 2, in sicer po kategorijah: medosebni odnosi med zaposlenimi, medosebni odnosi z vodjo, vpliv vodenja na medosebne odnose. Rezultate povprečnih ocen nato primerjamo z rezultati merjenja zadovoljstva in organizacijske klime Klinike Golnik v letih 2018, 2019 in 2020 ter ugotovljamo podobnosti in razlike.

Ključne besede: zadovoljstvo medicinskih sester, medosebni odnosi med zaposlenimi, medosebni odnosi z vodjo, vpliv vodenja, Klinika Golnik

The Influence of Interpersonal Relationships and Leadership on Nurses' Satisfaction

Good interpersonal relationships are the basis for employee satisfaction in the work environment and also the basis for teamwork that connects employees together. With job satisfaction, employees contribute to the success and reputation of the organisation. Achieving employee satisfaction in the workplace is also a challenge for the manager to achieve with their appropriate leadership style. In the article among the nurses of Golnik Clinic, we discuss the interpersonal relationships among the employees and with the manager, as well as the influence of management on interpersonal relationships. The research first presents the results of our own survey conducted in 2021 on three hospital wards at Golnik Clinic: Interventional Pulmonary Unit, Acute Care Unit 1 and Acute Care Unit 2, by category: interpersonal relationships between employees, interpersonal relationships with managers, the influence of leadership on interpersonal relationships. The results of the average assessments are then compared with the results of the measurement of satisfaction and organisational climate of Golnik Clinic in 2018, 2019 and 2020, similarities and differences are identified.

Keywords: nurses' satisfaction, interpersonal relations between employees, interpersonal relations with the manager, the influence of leadership, Golnik Clinic

Znanjski koncept diplomantov

Znanje, strukturalni in intelektualni kapital so za organizacije neizmernega pomena, saj določajo strateško konkurenčno prednost. S pomočjo opisne statistike in manualne meta analize poskušamo odgovoriti na raziskovalno vprašanje uporabnosti zaloge znanja, ki se producira na visokošolskih institucijah in je shranjeno v bazah podatkov, v spletnih knjižnicah in v izobraževalnih knjižnicah. Rezultati raziskave opozarjajo na usmerjeno koristnost znanja ter potrebno implementacijo znanja v prakso. Nadalje ta prispevek prikazuje izvleček teoretičnega znanja in opredelitev diplomantov pod vodstvom mentorja. Rezultati raziskave so pomembni za razvoj visokega šolstva v Sloveniji in širše. Z ustrežno analizo podatkov o diplomantih bi lahko organizacije uspešneje blažile krizo, imenovano Great Resignation.

Ključne besede: ekonomija, Slovenija, znanje

Knowledge Concept of Graduates

Knowledge, structural and intellectual capital are of immense importance to organisations as they determine strategic competitive advantage. Using descriptive statistics and manual meta-analysis, we attempt to answer the research question about the utility of knowledge produced in higher education institutions and stored in databases in online libraries and educational libraries. The research results point to the directed utility of knowledge and the necessary implementation of knowledge in practice. In addition, an excerpt of theoretical knowledge and definition of graduates under the guidance of a supervisor is presented. The research results are important for the development of higher education in Slovenia and beyond. By properly analysing graduate data, organisations could more effectively mitigate the crisis known as the "Great Resignation".

Keywords: economy, Slovenia, knowledge

Stroškovna učinkovitost in klinična pot

Zdravje je opredeljeno kot vrednota, ki jo visoko na lestvici vrednot uvrščajo tako mladi kot stari. Hkrati pa ugotavljamo, da za današnji čas velja, da je napredek v medicini jasen in izrazit. Vse to se na eni strani odraža v daljši življenjski dobi prebivalstva, na drugi pa v vedno večjih izdatkih za zdravstvo v bruto domačem proizvodu. K temu pa prispeva tudi vedno večja ozaveščenost posameznikov. Posledica vsega pa je, da je treba dajati na področju zdravstva vedno več pozornosti tudi stroškovni učinkovitosti, ob tem pa upoštevati zadovoljivo kakovost storitev. K slednjemu pa naj bi prispevale prav integrirane klinične poti. V teoretičnem delu prispevku predstavimo ureditev zdravstvenega sistema v Sloveniji ter razvoj proučevanja stroškovne učinkovitosti v zdravstvu, še posebej v bolnišnicah. Dejstvo namreč je, da se za bolnišnično dejavnost namenja največji del izdatkov za zdravstveno varstvo. V zadnjem, empiričnem delu pa s pomočjo študije primera predstavimo aktivnosti za operacijo kolka, njihovo vrednotenje ter možnosti za prihranek. Pri tem ugotavljamo, da je možnosti za prihranke in s tem možnosti za vpeljavo novih aktivnosti za vpeljavo integrirane klinične poti malo.

Ključne besede: izdatki za zdravstveno varstvo, stroškovna učinkovitost, integrirana klinična pot, Slovenija

Cost-Effectiveness and Clinical Pathway

Health is defined as a value that ranks high on the scale of values for young and old. At the same time, we note that the advances in medicine today are clear and evident. All this is reflected, on the one hand, in the longer life expectancy of the population and, on the other, in the growing expenditure on healthcare as a proportion of gross domestic product. The growing awareness of the individual also contributes to this. The consequence of all this is that more and more attention must be paid to cost efficiency in the area of health care, taking into account the satisfactory quality of services. Integrated clinical pathways are expected to contribute to the latter. In the theoretical part of the paper, we present the regulation of the healthcare system in Slovenia and the development of the study of cost-effectiveness in healthcare, especially in hospitals. The fact is that the largest part of health care expenditure is spent on hospital activities. In the last, empirical part, we present activities for hip surgeries, their evaluation and possibilities for savings, based on a case study. We find that the opportunities for savings and thus the opportunities for introducing new activities to implement an integrated clinical pathway are low.

Keywords: health care spending, cost-effectiveness, integrated clinical pathway, Slovenia

Kakovost in varnost obravnave pacientov na prenatrpanem urgentnem oddelku

Zaradi vse večjega števila pacientov v urgentnih oddelkih v Sloveniji in svetu se s tem povečuje tveganje za vamo in kakovostno obravnavo pacientov. Ker prihaja do neenakomernih obremenitev urgentnih oddelkov, osebje ne more obravnavati vseh pacientov sproti. S tem postajajo čakalnice polne in nepregledne, pri čemer se poveča tveganje, da spregledamo paciente, ki potrebujejo takojšnjo zdravstveno obravnavo. Čakajoči pacienti, ki niso ogroženi, čakajo na pregled tudi več ur in pri tem potrebujejo pomoč pri zadovoljevanju njihovih osebnih potreb, kot so hranjenje, pitje, odvajanje. Vse to so dodatne obremenitve za osebje na urgentnih oddelkih, pri tem se zniža kakovost obravnave pacientov. Kakovost in varnost zdravstvene obravnave imata pri tem velik vpliv na izide zdravljenja. Namen te raziskave je s pregledom literature ugotoviti, kako se s takimi težavami spopadajo v drugih državah po svetu in kakšne rešitve so uporabili za bolj vamo in kakovostnejšo obravnavo pacientov na urgentnem oddelku, ki bi bile uporabne tudi na našem oddelku, ter raziskati, zakaj so se podaljšale čakalne dobe na urgentnih oddelkih.

Ključne besede: Prenatrpanost, urgentni oddelki, kakovost in varnost obravnave pacientov

Quality and Safety of Patient Care in an Overcrowded Emergency Department

Due to the growing number of patients in emergency departments in Slovenia and around the world, the risk of safe and quality treatment of patients is increasing. Due to the uneven utilisation of emergency departments, staff cannot continuously treat all patients. As a result, waiting rooms are overcrowded and opaque, which increases the risk of overlooking patients who need immediate medical attention. Waiting patients who are not at risk wait several hours to be seen and need help meeting their personal needs such as eating, drinking, defecating. All of this places an additional burden on emergency department staff and decreases the quality of patient care. The quality and safety of medical treatment has a major impact on treatment outcomes. The purpose of this research is to review the literature to find out how such problems are dealt with in other countries around the world and what solutions have been used for safer and better treatment of patients in the emergency department, which would also be useful in our department, and why longer waiting times occur in emergency departments.

Keywords: overcrowding, emergency department, quality and safety of patient care

Povezava med delovnim časom, prostim časom in zadovoljstvom zaposlenih

V življenju se zaposleni pogosto soočajo z izzivi, kako uskladiti delovni čas in prosti čas. Hiter tempo življenja veliko ljudi postavi pred situacijo, ko se znajdejo pred izbiro ali družina ali kariera. Vse pogosteje slišimo, da se od zaposlenih pričakuje, da bodo delali več kot 8 ur dnevno in bili delodajalcu vedno na razpolago. Vse to pa privede do nezadovoljstva na delovnem mestu, bolniških odsotnosti, odhodov z delovnega mesta in menjave služb. Delovni čas je eden izmed tistih, ki sodi med obvezne elemente delovne pogodbe oziroma pogodbe o zaposlitvi. V Sloveniji še vedno večina zaposlenih opravlja 40 urni delovni teden. Kar nekaj držav v svetu pa že uvaja skrajšan delovni čas. Namen raziskave, ki je bila izvedena v januarju 2022, je ugotoviti in preučiti, ali bi si zaposleni v izbranem zdravstvenem domu želeli delati krajši delovni čas, v kolikšni meri bi skrajšan delovni čas vplival na njihovo zadovoljstvo na delovnem mestu in v kolikšni meri bi skrajšan delovni čas vplival na njihovo zadovoljstvo v zasebnem življenju.

Ključne besede: delovni čas, krajši delovni čas, zadovoljstvo, zdravstveni delavci

Correlation between Working Time, Free Time and Employee Satisfaction

Coordinating work time and free time is a common life objective of workers. The fast pace of modern life presents many people with a choice between raising a family or managing a career. We often hear or feel the expectation that an employee should work more than 8 hours a day, and be constantly available to their employer. All of this leads to job dissatisfaction among employees, longer sick leave, workplace exits and changing jobs. Working hours are a mandatory part of an employee's work agreement and employment contract. Most employees in Slovenia currently work 40 hours per week. There is a growing number of countries around the world that are introducing shortened working hours. The purpose of this study, conducted in January 2022, was to determine and investigate whether healthcare workers in the healthcare centres where they work would choose shortened working hours, what impact shortened working hours would have on their job satisfaction and on satisfaction in their personal life.

Keywords: working hours, shortened working hours, satisfaction, healthcare workers

Predstavitev inovativnega orodja v obvladovanju raka v EU

Razvoj inovativnega orodja, poimenovanega Načrt implementacije trajnostnih ukrepov na področju obvladovanja raka, je bil glavni cilj nedavno zaključenega evropskega projekta Inovativno partnerstvo za boj proti raku (angl. Innovative Partnership for Action Against Cancer, Joint Action) - iPAAC JA. Orodje, ki je trajno dostopno na spletni strani projekta, bo v pomoč političnim odločevalcem na zdravstvenem področju obvladovanja raka in vsem strokovnjakom, ki potrebujejo celovit vpogled v dejavnosti na tem področju v minulem desetletju v Evropski Uniji, tudi v luči dejavnosti v sklopu novega Evropskega plana za obvladovanje raka (EBCP). iPAAC JA je bil tretji evropski projekt skupnega ukrepanja na področju celostne obravnave raka za projektoma European Partnership for Action Against Cancer-EPAAC in Cancer Control-CanCon. Inovativno interaktivno orodje združuje izdelke vseh treh projektov in številne dobre prakse držav članic. Obsežna vsebina pokriva štiri glavna tematska področja: primarno preventivo in promocijo zdravja, presejanje, diagnostiko in zdravljenje ter zdravstveno varstvo, številna podpodročja z uporabnimi vsebinami ter preko sto enostranskih dokumentov.

Ključne besede: rak, obvladovanje raka, orodje, načrt, iPAAC JA

Presentation of the Innovative Tool for Cancer Control in the EU

The development of the innovative tool called the Roadmap on the Implementation and Sustainability of Cancer Control Actions was the main goal of the recently completed European project Innovative Partnership for Action Cancer Against Cancer Joint Action - iPAAC JA. The tool, permanently available on the project website, will help policy makers in the field of cancer control and all professionals who need a comprehensive insight into the activities in this field in the last decade in the European Union, also in view of the activities under the new Europe's Beating Cancer Plan (EBCP). iPAAC JA was the third European JA project in the field of integrated cancer care, following the European Partnership for Action Against Cancer-EPAAC and Cancer Control-CanCon projects. The innovative, interactive tool brings together the results of all three projects and a number of best practices from Member States. The extensive content covers four main topic areas: primary prevention and health promotion, screening, diagnosis and treatment, and health care, as well as a number of sub-areas with important useful content, and over a hundred one-pagers.

Keywords: cancer, cancer control, tool, roadmap, iPAAC JA

Vloga mentorja pri novozaposlenih v zdravstveni negi

Novozaposleni so pri prihodu v novo službo pod velikim stresom. Novo okolje, novi ljudje, nove odgovornosti in nova realnost. Če je to njihova prva služba, je ta stres še večji, saj jim manjka strokovnega znanja in izkušenj. To težko obdobje lahko ublažimo z uvajanjem novozaposlenega z mentoriranjem. Mentoriranje je proces, kjer mentor vodi, uči, usmerja in izobražuje mentoriranca. Je dolgotrajni proces, v katerem je poglavitni cilj usposobiti novozaposlenega v samostojnega, samozavestnega in opolnomočenega delavca. Mentor je človek z veliko strokovnega znanja in izkušenj iz prakse. Pozna delovni proces, delovno okolje in pogoste težave, s katerimi se spopada. Poleg vsega strokovnega znanja mora imeti željo za delo z drugimi ljudmi oz. mentoriranci in jih učiti. Mora imeti tudi didaktično znanje in znati načrtovati in izpeljati mentorski proces. V raziskavi ugotavljamo, katere značilnosti mentorja so pomembne zaposlenim medicinskim sestram, ali je medicinskim sestram pomemben spol mentorja v mentorskem procesu, zadovoljstvo z mentoriranjem in katere spremembe bi medicinske sestre dodale v mentorski proces za boljšo izkušnjo le tega.

Ključne besede: mentor, mentorski proces, medicinske sestre

The Role of the Mentor for the Newly Employed in Nursing Care

New employees are under a lot of stress when they start a new job. A new environment, new people, new responsibilities and new realities. If this is their first job, the stress is even greater because they lack expertise and experience. This difficult period can be alleviated by introducing the new employee through mentoring. Mentoring is a process where the mentor guides, teaches, directs and educates the mentee. It is a long-term process where the main goal is to train the new employee to become an independent, confident and self-reliant employee. A mentor is a person with a lot of expertise and practical experience. He knows the work process, the work environment and common problems. In addition to all the expertise, you must have the desire to work with and teach other people or mentees. You must also have didactic knowledge and be able to plan and implement the mentoring process. The survey identifies what characteristics of the mentor are important to nurses, whether the gender of the mentor in the mentoring process is important to nurses, how satisfied they are with the mentoring process, and what changes nurses would add to the mentoring process to improve the mentoring experience.

Keywords: mentor, mentoring process, nurses

Izzivi in potencial trajnostnega razvoja v živilsko-predelovalni panogi

Iz koncepta trajnostnega razvoja izhaja trajnostno poslovanje, ki se nanaša na to, kako podjetja s svojim poslovanjem prispevajo k ekonomskemu, socialnemu in okoljskemu razvoju. S spremembami v trajnostnem poslovanju podjetij, novimi poslovnimi modeli, proizvodnimi procesi, boljšimi sistemi ravnanja z okoljem in osveščeno potrošnjo lahko zmanjšajo vplive na okolje, prispevajo k družbenemu blagostanju in znižajo stroške poslovanja oz. proizvodnje. Omenjeno je še posebej pomembno za podjetja v živilsko - predelovalni panogi, ki v Sloveniji predstavlja pomemben člen v verigi ekonomskih dejavnosti. Spremljanje in vrednotenje okoljske, družbene in ekonomske učinkovitosti proizvodnje vame hrane in pijače ter načinov upravljanja, razvoja poslovnih strategij in poslovnih modelov, usmerjenih v trajnost, predstavljajo velik izziv za podjetja v omenjeni panogi. Namen prispevka je zato omogočiti vpogled v novejšo literaturo o trajnostnem razvoju v živilsko - predelovalni panogi ter aktualnih trendih in razvoju. Ugotovitve nas pripeljejo do predpostavke, da je večdimenzionalni in celostni pristop h konceptu trajnostnega razvoja v živilsko-predelovalni panogi tisti, ki na dolgi rok vodi v inovativnost in izboljšanje (finančne) uspešnosti podjetja.

Ključne besede: trajnostni razvoj, trajnostno poslovanje, živilsko-predelovalna panoga, poslovna strategija, trajnostni poslovni model

Challenges and Potential of Sustainable Development in the Food and Beverage Industry

Derived from the concept of sustainable development is the concept of corporate sustainability, which refers to how companies contribute to economic, social and environmental development through their operations. With changes in sustainable business operations, new business models, production processes, better environmental management systems and conscious consumption, companies can reduce their impact on the environment, contribute to social welfare and lower operating costs. This is especially important for companies in the food and beverage industry, which is an important link in the chain of economic activities in Slovenia. Monitoring and evaluating the environmental, social and economic efficiency of production and management methods in the food and beverage industry, as well as developing corporate strategies and business models focused on sustainability, represent a major challenge for companies in this sector. The aim of this paper is to provide insight into the current literature on sustainable development in the food and beverage industry, as well as current trends and developments. The results lead to the assumption that a multidimensional and integrated approach to the concept of sustainable development in the food and beverage processing industry will lead to innovation and improved business performance.

Keywords: sustainable development, corporate sustainability, food and beverage industry, corporate strategy, sustainable business model

Psihološka odpornost kot sprožilec voditeljevega mentalnega zdravja med krizo covid-19

Pandemija kot transnacionalni pojav je v zadnjih 2/3 letih pripeljala do novega pogleda na našo realnost z novim mentalnim redom, v katerem je skoraj nemogoče ostati 'pri sebi'. Številne ponotranjene mentalne formacije ljudi so bile revidirane, prilagojene ali popolnoma spremenjene. Posledično so bili anksioznost, stres in depresija prvi indikatorji za razmišljanje o psihološki odpornosti ljudi v razmerah nastajajoče pandemije. Vendar je namen prispevka preučiti psihološke spremembe in težnje vodij v organizacijskem delovanju in širše. V tem prispevku postavljamo splošno predpostavko, da pandemija v veliki meri preoblikuje in reprogramira psihosocialno vedenje in miselne vzorce voditeljev. Vzorec so sestavljali menedžerji prve in druge stopnje v 20 (med)nacionalnih družbah v Ohridu, Bitoli, Prilepu, Stipu, Skopju in drugih mestih. Za ponazoritev tega smo uporabili posebej oblikovan vprašalnik za prepoznavanje in zaznavanje takojšnjih sprememb (PUDNEP-20) v vedenju in razmišljanju menedžerjev v več organizacijskih podjetjih. Prvi rezultati kažejo, da je bilo med vodstvenimi delavci na različnih organizacijskih ravneh ugotovljenih več specifičnih psiholoških in socialnih tendenc. To so predvsem pojav ali nagnjenost trenutnih mentalnih zvez vedenja, kot so anksioznost, stres in depresija, pa tudi specifične družbene težnje, kot je socialno distanciranje.

Ključne besede: duševno zdravje, odpornost, vodje, socialno distanciranje

Psychological Resilience as a Trigger of Leader's Mental Health during the Covid-19 Crisis

The pandemic as a transnational phenomenon has led to a new view of our reality in the last 2/3 years, with a new mental order in which it is almost impossible to remain "oneself". Many internalised mental formations of people have been revised, modified, or completely changed. As a result, anxiety, stress and depression were the first indicators for thinking about people's psychological resilience under the conditions of the emerging pandemic. However, the purpose of this paper is to examine the psychological changes and tendencies of leaders in the organisational functioning and beyond. In this paper, we make the general assumption that the pandemic is largely reshaping and reprogramming the psychosocial behavior and thinking patterns of leaders. The sample consisted of first and second level managers in 20 (inter) national companies in Ohrid, Bitola, Prilep, Stip, Skopje and other cities. To illustrate this, we used a specially designed questionnaire to identify and detect immediate changes (PUDNEP-20) in the behavior and thinking of managers in several organisational companies. The initial results indicate that several specific psychological and social tendencies were identified among executives at different organisational levels. These are primarily the occurrence or tendency of current mental pharynxes of behavior such as anxiety, stress and depression, as well as specific social tendencies such as social distancing.

Keywords: mental health, resilience, leaders, social distancing

Carina kao akcelerator lokalnih ekonomskih potencijala u Srbiji - primer privrednih zona

Savremeni razvoj svetske ekonomije, nije moguće posmatrati nezavisno i bez uticaja državnih fiskalnih efekata na procese ulaganja u privredni razvoj. Ti efekti se u najvećoj meri mogu sagledati kroz smanjenje poreskih i carinskih opterećenja kompanija, njene konkurenske sposobnosti i izvozne orijentacije privreme. Kako bi se ravnomerno razvijala ekonomija jedne zemlje i njenih privrednih subjekata neophodno je da svaka država omogući izvozne olakšice, potsticane carinskim i poreskim efektima. Sam rad biće usmeren na podsticaj koji država Srbija omogućuje lokalnim kompanijama u okviru subvencija i premija, sam proces olakšanja izvoza pre svega kroz regionalne procese o olakšanju izvoza i uvoza. Neke od mera na koje će se posebno obrstiti paznja su pojednostavljivanje procedure u okviru regionalnih sporazuma kao što je »Otvoreni Balkan«, kao i priprema kompanija za zajedničko nastupanje na trećim tržištima. Cilj rada biće, sagledavanje efekata i iskustva koje su druge zemlje imale u smanjenju fiskalnih opterećenja privredi radi poboljšanja izvoznih potencijala.

Cljučne reči: carine, investicije, privredni razvoj, privredna zona

Customs as an Accelerator of Local Economic Potential in Serbia - an Example of Economic Zones

Modern development of the world economy cannot be observed independently and without the influence of state fiscal effects on the processes of investment in economic development. These effects are mainly manifested in the reduction of tax and customs burden on companies, their competitiveness and temporary export orientation. In order for the economy of a country and its economic entities to develop evenly, it is necessary for each country to create export incentives, which are supported by customs and tax effects. The work itself will focus on the incentives offered by the state of Serbia to local companies through subsidies and premiums, as well as on the process of export facilitation itself, mainly through regional processes of export and import facilitation. Some of the measures that receive special attention are the simplification of the procedure under regional agreements such as Open Balkans, as well as the preparation of companies for a joint appearance on third markets. The aim of the paper is to examine the effects and experience of other countries in reducing the fiscal burden on the economy in order to improve export potential.

Keywords: customs, investment, economic development, economic zone

Razlogi za negativno fluktuacijo v zdravstveni negi in strategije zadrževanja

Zdravstvene organizacije se srečujejo s povečanim številom odhodov zaposlenih v zdravstveni negi, z dolgoletnimi izkušnjami in dragocenim znanjem. Problem je pridobivanje ustreznega kadra, ki bi odhajajoče pravočasno in ustrezno nadomestil ter razbremenil tiste, ki še ostajajo. Razlogi za odhode so lahko povezani z individualnimi medosebnimi organizacijskimi dejavniki, dejavniki delovnega okolja, s pomanjkanjem možnosti za razvoj kariere in drugimi. Pomembno je uveljaviti strategije, s katerimi bi kader uspešno zadržali na delovnem mestu. Potreben je proaktivni pristop, podpora vodstva, ustrezna komunikacija in plačna politika, jasno določanje delovnih procesov, jasne odločitve in jasen sistem napredovanja. Rezultati naše raziskave so pokazali, da so anketirane medicinske sestre, ki pogosto razmišljajo o menjavi delovnega mesta, najmanj zadovoljne z mesečno neto plačo, načinom vodenja nadrejenega, reševanjem težav in nagrajevanjem, hkrati pa so na delovnem mestu močno obremenjene in težko usklajujejo delo z zasebnim življenjem. Na delovnem mestu bi jih lahko zadržale višje, pravičnejše plače, boljši odnos vodje, izboljšanje organizacije in pogojev dela ter razbremenitev umika.

Ključne besede: medicinske sestre, negativna fluktuacija, zadrževanje zaposlenih

Reasons for Negative Turnover in Nursing and Retention Strategies

Healthcare organisations are facing an increasing number of departures of nursing staff with years of experience and valuable knowledge. The problem is recruiting the right staff to replace those who leave in a timely and appropriate manner and to provide relief to those who stay. The reasons for leaving can be related to individual, interpersonal, organisational factors, work environment, lack of career development opportunities and other factors. It is important to develop strategies to successfully retain employees. This requires a proactive approach, management support, proper communication and pay policies, clear work procedures, unambiguous decisions and a clear promotion system. The results of our survey showed that nurses who frequently consider changing jobs are least satisfied with their net monthly pay, the way they are managed by their supervisor, problem solving and rewards, and that they have a heavy workload at work and find it difficult to balance work and private life. Higher, fairer pay, better attitude from managers, improved organisation and working conditions, and an easier work schedule could keep them in their jobs.

Keywords: nurses, negative turnover, employee retention

Razumevanje kakovosti integrirane zdravstvene oskrbe starostnika v primarnem okolju

Prispevek obravnava nove dejavnosti na področju skrbi za starejše. Dejavnosti temeljijo na prizadevanju za dvig kakovosti oskrbe, z poudarkom na zadovoljevanju njihovih potreb in večji kakovosti življenja. Kakovostno oskrbo se lahko zagotovi z enotnim integriranim sistemom dolgotrajne oskrbe, ki je prilagojen potrebam starejših v primarnem okolju. Namen raziskave je temeljil na potrebah po integrirani in dolgotrajni oskrbi v Sloveniji ter razumevanju kakovosti integrirane zdravstvene oskrbe starostnika v primarnem okolju. Raziskava je temeljila na kvalitativnem raziskovanju, primarni podatki za analizo pa so bili pridobljeni s tehniko intervjuvanja. Izsledki raziskave so pokazali, da je kakovost obstoječih integriranih storitev oskrbe zgolj zadovoljiva, vendar je potrebna nadgradnja obstoječega modela integrirane oskrbe s kadrovsko okrepitevijo in izboljšanjem organizacije s timskim modelom dela. Kot podlaga za izboljšanje celostne oskrbe starejših v primarnem okolju je nastal nov model integrirani oskrbi, ki temelji na zadovoljevanju potreb starejših občanov. Model prikazuje tudi razumevanje kakovosti integrirane zdravstvene oskrbe starostnika v Mestni občini Novo mesto.

Ključne besede: integrirana oskrba, kakovostna oskrba, dolgotrajna oskrba, primarno okolje, starostnik

Understanding the Quality of Integrated Health Care for the Elderly in the Primary Care Setting

The article deals with new actions in the field of elderly care. These actions strive to improve the quality of care and are designed to meet the needs of the elderly and improve the quality of life. The quality of health care can be provided by a unified integrated system for long-term care adapted to the needs of the elderly in their home environment. The research objective is based on the need for integrated long-term care in Slovenia and the understanding of the quality of integrated care for the elderly in the home environment. Qualitative research was conducted and primary data for the analysis was collected using the interview method. The results of the research show that the quality of the existing integrated care services is satisfactory, but it is necessary to improve the current model of integrated care by increasing staff and improving the organisation through teamwork. To improve integrated care for the elderly in the home environment, a new model of integrated care was developed based on the needs of the elderly. The model also demonstrates the understanding of the quality of integrated health care for the elderly in the Municipality of Novo mesto.

Keywords: integrated care, quality of care, long-term care, home environment, elderly

Vpliv ne-ekonomskih dejavnikov na stroškovno učinkovitost v zdravstvenem varstvu

Bolnišnice predstavljajo največji delež izdatkov zdravstvenega varstva, ki se v pretežni meri financira iz javnih sredstev. V zdravstvu je izrednega pomena, da se vodstvo ne osredotoča na zniževanje stroškov na račun zdravja pacientov, ampak je precej pomembnejše izboljševanje vrednosti in posledično boljše zdravstvene izide pacientov. Poleg ekonomskih dejavnikov, na podlagi katerih se določi stroškovna učinkovitost posamezne bolnišnice, pa nanjo posredno vplivajo tudi ne-ekonomski t.i. mehki dejavniki. Študija, ki bi obravnavala vpliv ne-ekonomskih dejavnikov na stroškovno učinkovitost v slovenskem prostoru, še ni bila izvedena, zato prispevek zapolnjuje omenjeno raziskovalno vrzel. Z ustreznimi statističnimi tehnikami smo preverili, kakšna je splošna ocena stroškovne učinkovitosti v Splošni bolnišnici Novo mesto in ali dajejo zdravstveni delavci pri svojem delu prioriteto stroškovni učinkovitosti pred kakovostjo. Rezultati multiple linearne regresije so pokazali, da na stroškovno učinkovitost vplivajo pripravljenost zaposlenih na inovacije, komunikacija, kakovost zdravstvene obravnave, zadovoljstvo in sodelovanje multidisciplinarnega tima ter sodelovanje z zunanjimi izvajalci.

Ključne besede: zdravstveno varstvo, stroškovna učinkovitost, vodstvo, ne-ekonomski dejavniki, komuniciranje

The Influence of Non-Economic Factors on Cost Efficiency in Healthcare

Hospitals account for the largest share of health care expenditures, which are mainly financed by public funds. In healthcare, it is of utmost importance that management does not focus on reducing costs at the expense of patient health, but more importantly, on improving value and thus health outcomes for the patients. In addition to the economic factors used to determine an individual hospital's cost efficiency, it is also indirectly influenced by non-economic or soft factors. A study addressing the impact of non-economic factors on cost efficiency in Slovenia has not yet been conducted, so this paper fills this research gap. We applied appropriate statistical techniques to examine the overall assessment of cost efficiency in Novo mesto General Hospital and to determine whether healthcare professionals prioritise cost efficiency over quality in their work. The results of the multiple linear regression showed that cost-effectiveness is influenced by the willingness of staff to innovate, communication, quality of health care, satisfaction and cooperation of a multidisciplinary team, and cooperation with external contractors.

Keywords: health care, cost efficiency, leadership, non-economic factors, communication

Kreativno proaktivno ponašanje u funkciji željene produktivnosti

Živimo u 21. vijeku brzih promjena u svim sferama života, narocito pod uticajima IT tehnologija. Prateći trendove, razvijene zemlje ulažu ogroman kapital stvarajući visoko konkurentne mreže za nove obrazovne tehnologije (strategije) koje su bitan resurse svake države. Za razliku od visoko razvijenih zapadnih zemalja u Evropi i svijetu, gdje je prisutna proaktivna individualistička opcija produktivnosti i socijalne percepcije, zemlje u tranziciji opterećene paradigmama tradicionalnih društava i kolektivitetom, imaju znatno usporeniji rast i razvoj. Uvažavajući naučni pristup kreativnog proaktivnog ponašanja, baziran na rezultatima empirijskih istraživanja (Krneta, 2010, 2013, 2018, Starc, 2021. Šević, 2016), objašnjenje socijalne percepcije je u funkciji željene produktivnosti. Jer, izuzetno produktivni pojedinci, naučno dokazano, su ljudi koji pokazuju visoki nivo produktivnosti, i značajan (visoki) nivo emocionalne regulacije. Pažnju zadržavaju na zadatku, razvili su dobar osjećaj za vrijeme, imaju istančan odnos prema prioritetima i postižu željenu produktivnost.

Ključne riječi: kreativnost, proaktivnost, ponašanje, produktivnost, emocionalna inteligencija

Creative Proactive Behaviour in the Function of Desired Productivity

We live in the 21st century, characterised by rapid changes in all spheres of life, especially under the influence of IT technologies. Following the trends, the developed countries are investing enormous capital by creating highly competitive networks for new educational technologies (strategies), which are essential resources of any country. Unlike some highly developed Western countries in Europe and the world, where there is a proactive individualistic option of productivity and social perception, the countries in transition, burdened with paradigms of traditional societies and collectivity have a much slower growth and development. If we consider the scientific approach of creative proactive behaviour, relying on some results of empirical research (Krneta, 2010, 2013, 2018; Starc, 2021; Šević, 2016), the explanation of social perception lies in the function of desired productivity. This is because, as scientifically proven, extremely productive individuals are people who exhibit high levels of productivity and significant (high) levels of emotional regulation. They keep their attention on the task, have developed a good sense of time, have a refined attitude toward priorities and achieve desired productivity.

Keywords: creativity, proactivity, behaviour, productivity, emotional intelligence

Zadolževanje in tveganje ob tem

Zadolževanje je običajno potrošniško obnašanje. Za večino posameznikov oz. gospodinjstev je določena raven dolga predvsem v zgodnjih obdobjih življenjskega cikla neizogibna. V prispevku tako naprej predstavimo pojem zadolževanje in ob tem opozorimo na tveganja, s katerimi se posamezniki oz. gospodinjstva pri tem srečujejo. V nadaljevanju prispevka pa analiziramo gibanje obsega zadolževanja gospodinjstev v Sloveniji v zadnjih nekaj letih. Tako ugotovljamo, da so konec leta 2020 finančne obveznosti gospodinjstev znašale 14,8 milijarde EUR, kar je 31,5 % BDP. V primerjavi z letom 2019 je njihova rast stagnirala. Na osnovi analize podatkov tudi ugotovimo, da je v letu 2020 bilo brez kreditov ali nakupov na obroke 64 % gospodinjstev, vsaj en kredit ali nakup na obroke pa je odplačevalo 36 % gospodinjstev v Sloveniji, vendar v to niso bili vštetih hipotekarni krediti za stanovanje, v katerem so živeli. Med zadolženimi gospodinjstvi je največji delež odplačeval kredit za nakup avtomobila ali drugega prevoznega sredstva. Povprečni mesečni znesek, ki so ga odplačevala zadolžena gospodinjstva za vsaj en kredit, je znašal 260 eurov.

Ključne besede: dolg, gospodinjstvo, kredit, zadolževanje, tveganje

Risks Associated with Borrowing

Borrowing is a common consumer behavior. For most individuals or households, some level of debt is inevitable, especially in the early stages of the life cycle. In this article, we introduce the concept of borrowing and highlight the risks that individuals or households face. In the continuation of the article, we analyse the development of the volume of household borrowing in Slovenia in recent years. At the end of 2020, household financial liabilities amounted to €14.8 billion or 31.5% of GDP. Compared to 2019, their growth has stagnated. The analysis of the data also shows that in 2020, 64% of households were without loans or installment purchases, and 36% of households in Slovenia repaid at least one loan or purchase in installments, but without mortgage loans for the apartment they live in. Of the indebted households, the largest share was repaid by a loan for the purchase of a car or other means of transport. The average monthly amount repaid by indebted households for at least one loan was €260.

Keywords: debt, household, credit, borrowing, risk

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Strategija upravljanja marketingom na globalnom tržištu

U poslednjim decenijama, svetsku ekonomiju karakterišu radikalne promene. Geografske i kulturološke razlike se smanjuju zahvaljujući tehničkim i tehnološkim poboljšanjima. Glavna težnja poslovnih organizacija je da posluju na globalnom tržištu, a granice u svetskom poslovanju nestaju. Organizacije ne samo da pokušavaju da prodaju lokalno proizvedene proizvode na međunarodnom tržištu, već kupuju ili proizvode brojne komponente na tom tržištu. Zbog toga su mnogi domaći proizvodi i usluge takozvani »hibridi« jer su materijali kupljeni, a proizvodne i marketinške aktivnosti sprovedene u raznim zemljama sveta. Osnovni i najteži zadatak savremenih organizacija je stvaranje i održavanje konkurentske prednosti. Pred menadžerima savremenih organizacija je otvoreno pitanje kako postati stabilna kompanija u turbulentnim uslovima, sposobna da kreira promene, prevaziđe nestabilnost koja vlada na tržištu i obezbedi uspeh. U ovom radu je akcenat stavljen na istraživanje globalnog tržišta i marketinške strategije globalnog tržišta, ukazujući na sile koje oblikuju globalne marketinške strategije, kao i na faze razvoja globalnog marketinga kojima se mora rukovoditi.

Ključne reči: marketing menadžment, tržište, strategije, globalizacija

Management Marketing Strategy in the Global Market

In recent decades, the global economy has been characterised by radical changes. The geographical and cultural distances are decreasing thanks to the technical and technological improvements. The main aspiration of business organisations is to operate in the global market, and the boundaries in world business are disappearing. Organisations not only try to sell locally manufactured products in the international market, but also buy or produce numerous components in this market. Therefore, many domestic products and services are so-called hybrids because materials were purchased and production and marketing activities were carried out in various countries of the world. The basic and most difficult task of modern organisations is to create and maintain a competitive advantage. The open question facing managers of modern organisations is how to become a stable company under turbulent conditions, capable of creating changes, overcoming the instability prevailing in the market and ensuring success. This paper focuses on global market research and marketing strategies of the global market, pointing out the forces that shape global marketing strategies, as well as the stages of development of global marketing that need to be managed.

Keywords: marketing management, market, strategies, globalisation

Utjecaj Covid-19 i potresa na štete osiguratelja u Hrvatskoj

Pojave koje su zadesile Hrvatsku u 2020. godini od pandemije do prirodne katastrofe (dva razorna potresa) promijenile su društvene i ekonomske obrasce. Svrha ovog rada je analizirati tržište osiguranja analizirajući isplaćene štete i prodane police u vrijeme prije početka pandemije i potresa, te nakon potresa. Cilj je utvrditi utjecaj ovih katastrofa na promjene tržišta osiguranja, reakcije osiguravatelja i utjecaj na potrošnju korisnika osiguranja u Hrvatskoj provođenjem analize vremenskih serija u sklopu inferencijalne statistike. Obradit će se kretanje baznih indeksa s baznim periodom i pratiti stope promjene u uzastopnim razdobljima, kretanje baznih i verižnih indeksa i linearni trend. Pretpostavka je kako su prosječne isplaćene štete i vrijednost zdravstvenih i protupotresnih polica osiguranja bile manje prije pandemije i potresa. Dobiveni rezultati za cilj imaju ponuditi dublje razumijevanje zbivanja na tržištu osiguranja i potaknuti na razmišljanje ljudi zaposlenih u osiguravajućem sektoru i korisnika polica osiguranja.

Ključne reči: Covid-19, potres, osiguranje, isplaćene štete, premije osiguranja

The Impact of Covid-19 and Earthquakes on Insurers' Claims in Croatia

The phenomena that hit Croatia in 2020, from a pandemic to a natural disaster (two devastating earthquakes), have changed the social and economic structures. The purpose of this paper is to analyse the insurance market by examining the claims paid out and policies sold in the period before the pandemic and the earthquake, and afterwards. The aim is to determine the impact of these disasters on the changes in the insurance market, the responses of insurers and the impact on the consumption of insurance beneficiaries in Croatia through an analysis of the time series within the framework of inferential statistics. The movement of the base indices with a base period is processed and the rates of change in consecutive periods, the movement of the base and chain indices and the linear trend are observed. It is assumed that the average claims paid and the value of health and earthquake insurance policies were lower before the pandemic and the earthquake. The obtained results aim to provide a deeper understanding of the developments in the insurance market and to encourage the thinking of those working in the insurance sector and users of insurance policies.

Keywords: Covid-19, earthquake, insurance, claims paid, insurance premiums

Vpliv epidemije covid-19 na obremenjenost in izgorelost izvajalcev zdravstvene nege

Obremenjenost izvajalcev zdravstvene nege na vseh ravneh zdravstvenega in socialnega varstva je bila že pred pandemijo covid-19 velika. Predvidevali smo, da se je ta s pandemijo še povečala. Zato je bil namen študije ugotoviti stanje na področju obremenjenosti in izgorelosti izvajalcev zdravstvene nege v različnih zdravstvenih in socialnih zavodih v času pandemije in opozoriti na pomanjkljivost organizacije dela in odnosa do zaposlenih v času izrednih razmer pandemije covid-19. V raziskavi je bila uporabljena kvantitativna metoda dela. V vzorec so bili vključene osebe, ki so neposredno delovale v procesu zdravstvene nege v času pandemije. Raziskava je bila izvedena po zimi 2022. Rezultati kažejo, da se je stanje na posameznih oddelkih bolnišnice, zdravstvenih domov in socialnovarstvenih zavodov med pandemijo covid-19 bistveno poslabšalo, ampak ne za vse izvajalce zdravstvene nege enako. Rezultati študije razkrivajo potrebo po reformi zdravstvenega in socialnega varstva v Sloveniji, da se prepreči izgorelost izvajalcev zdravstvene nege. Potrebna je uvedba ustrezne normativne ureditve za zaposlene na področju zdravstvene nege.

Ključne besede: izgorelost, izvajalci zdravstvene nege, bolnišnice, zdravstveni domovi, domovi za starejše

The Impact of the Covid-19 Epidemic on the Workload and Burnout of Nursing Care Providers

The workload of healthcare providers at all levels of health and social care was already high before the Covid-19 pandemic. We assumed that this increased with the pandemic. Therefore, the aim of the study was to identify the situation regarding workload and burnout of care workers in different health and social care facilities during the pandemic and to draw attention to the lack of work organisation and attitudes toward staff during the Covid-19 pandemic emergency. The sample included individuals who were directly involved in the nursing process during the pandemic. The survey was conducted after the winter of 2022. The results show that the situation in individual hospital wards, health centres and social services worsened significantly during the Covid-19 pandemic, but not equally for all healthcare providers. The results of the study show that the health and social care system in Slovenia needs to be reformed in order to prevent burnout among health care workers. It is necessary to introduce adequate normative regulations for healthcare workers.

Keywords: burnout, nursing providers, hospitals, nursing homes

Vpliv epidemije covid-19 na slovenski trg dela v letu 2020

Pandemija covid-19 je po vsem svetu močno zaznamovala socialno-ekonomsko področje, ki bo tudi po globalni zaustavitvi širjenja virusa okrevalo še nekaj časa. Namen prispevka je preverjanje vpliva epidemije in učinka protikoronskih ukrepov za omilitev posledic epidemije covid-19 na trg dela v Sloveniji. Metodologija temelji na kvantitativno-deskriptivni metodi dela. Podatki so bili zbrani iz podatkovnih zbirk Statističnega urada Republike Slovenije ter Zavoda republike Slovenije za zaposlovanje. Rezultati kažejo, da so imeli protikoronski ukrepi dokaj visok učinek v predelovalnih dejavnostih ter dejavnostih trgovine, vzdrževanja in popravila motornih vozil, manjši vpliv pa v dejavnostih gostinstva in turizma, saj je bilo poslovanje v teh dejavnostih dlje časa popolnoma onemogočeno. Protikoronski ukrepi so bili na državni ravni zelo učinkoviti v posameznih dejavnostih, po standardni klasifikaciji pa se kažejo odstopanja.

Ključne besede: covid-19, ukrepi za omilitev posledic epidemije, trg dela, učinki protikoronskih ukrepov

The Impact of the Covid-19 Epidemic on the Slovenian Labour Market in 2020

The Covid-19 pandemic had a strong socio-economic impact worldwide, which will continue for some time after the global stop of the spread of the virus. This paper examines the impact of the epidemic and the consequences of the mitigation measures on the labour market in Slovenia. The methodology is based on quantitative-descriptive working methods. Data was collected from the databases of the Statistical Office of the Republic of Slovenia and the Employment Service of Slovenia. The results show that the anti-crowning measures had a fairly large impact on the manufacturing and trade sectors, as well as on the maintenance and repair of motor vehicles, while the impact on the hospitality and tourism sectors was smaller, as activities in these sectors were completely stopped for a long period of time. The anti-crowning measures were very effective at the national level, but there are deviations in individual activities according to the standard classification.

Keywords: Covid-19, epidemic control measures, labour market, impact of anti-covid measures

Vloga koordinatorja integrirane oskrbe z vidika kakovosti

V projektnem okolju Tržič, Dom Petra Uzarja in konzorcijska partnerja Osnovno zdravstvo Gorenjske OE, Zdravstveni dom Tržič in Lekarna Deteljica d.o.o. skupno izvajamo projekt »Preoblikovanje obstoječih mrež ter vstop novih izvajalcev za nudenje skupnostnih storitev in programov za starejše«. Storitve na terenu izvajajo različni strokovnjaki s področja fizioterapije, delovne terapije, zdravstvene nege ter drugi zdravstveni delavci in sodelavci. To nam omogoča kakovostno nudenje celostne integrirane oskrbe starejših v domačem okolju. Na terenu so se pokazale velike potrebe po storitvah zdravstvene nege, po storitvah fizioterapije in tudi storitvah magistra farmacije, socialne delavke, psihologinje. Pokazala se je velika prednosti vključevanja strokovni delavcev v domače okolje starejših. Prišlo je do izboljšanja zdravstvenega stanja, zmanjšanja števila odklonov na področju zdravlil, izboljšanja na področju fizične moči in s tem zmanjšanja števila padcev. Obisk socialne delavke v domačem okolju starejšim zmanjša občutek osamljenosti in poveča občutek varnosti. Predvsem je pomembno, da so storitve dolgotrajne oskrbe kakovostne oziroma da zadostujejo načelom kakovostni storitev.

Ključne besede: medicinska sestra, koordinator, integrirana oskrba, osebni načrt, kakovost, dolgotrajna oskrba

The Role of the Integrated Care Coordinator in Terms of Quality

In the project environment Tržič, Dom Petra Uzarja and consortium partners Osnovno zdravstvo Gorenjske OE Zdravstveni dom Tržič and Lekarna Deteljica d.o.o., we are jointly implementing the project Transformation of existing networks and entry of new contractors to provide community services and programs for the elderly. Field services are provided by various experts from the fields of physiotherapy, occupational therapy, nursing and other medical professionals and associates. This enables us to provide quality integrated care for the elderly in their home environment. In the field, there was a great need for nursing services, physiotherapy services and also the services of a master of pharmacy, a social worker and a psychologist. It has been shown that the involvement of professionals in the home environment of the elderly is of great benefit. The state of health has improved, the number of deviations in the field of medication has decreased, the physical capacity has improved and, consequently, the number of falls. The visit of a social worker in the home environment reduces the feeling of loneliness in the elderly and increases the feeling of security. Above all, it is important that long-term care services are of good quality or comply with the principles of quality services.

Keywords: nurse, coordinator, integrated care, personal plan, quality, long-term care

Posledice epidemije covid-19 na poslovanje gradbenega podjetja

Konec leta 2019 nas je, tako posameznike kot gospodarske subjekte pretresla kriza epidemije covid-19, ki je izbruhnila na Kitajskem in se hitro razširila po celotnem svetu. Zaradi raznih protikoronskih ukrepov s strani vlade so morali gospodarski subjekti prilagoditi svoje poslovanje glede na takrat veljavne odloke, nenazadnje pa je to vplivalo tudi na njihovo poslovanje. Za večino podjetij so bile posledice negativne, s seboj pa so prinesle zapiranje podjetij, odpuščanje delavcev in druge neugodne učinke na uspešnost podjetij. Kako močno je epidemija covid-19 vplivala na poslovanje podjetij, je bilo seveda odvisno od panoge, v kateri podjetje posluje. V prispevku želimo proučiti poslovanje gradbenega podjetja od leta 2016 do 2020 in tako ugotoviti vpliv epidemije covid-19 na njegovo poslovanje. Tako analiziramo gibanje posameznih ekonomskih kategorij, in sicer prihodke, stroške in poslovni izid. V prispevku tako prikažemo podatke o poslovanju gradbenega podjetja, kar primerjamo s podatki o poslovanju gospodarskih družb v Sloveniji v preučevanem obdobju.

Ključne besede: epidemija covid-19, gradbeno podjetje, poslovanje, poslovni izid, gospodarske družbe

Consequences of the Covid-19 Epidemic on the Business of a Construction Company

At the end of 2019, both individuals and businesses were shaken by the Covid-19 epidemic, crisis that broke out in China and quickly spread around the world. Due to various measures taken by the government, economic actors had to adapt their operations to the measures in force at the time, which had no small impact on their business operations. For most companies, the consequences were negative, bringing company closures, layoffs and other negative impacts on business performance. Of course, the extent to which the Covid-19 epidemic affected companies' business depended on the industry in which the company operates. In this paper, we want to examine the operations of a construction company from 2016 to 2020 to determine the impact of the Covid-19 epidemic on its business operations. Therefore, we analyse the movement of individual economic categories, namely revenues, costs and profit. In this paper, we present data on the business operations of a construction company, which we compare with data on the business operations of companies in Slovenia during the study period.

Keywords: epidemic of the Covid-19, construction company, business, profit, companies

Performansna analiza distribucione trgovine Evropske unije i Srbije

Problematika performansne distribucione trgovine je kontinuirano aktuelna, značajna i složena. Polazeći od toga, u ovom radu se komparativno analizira efikasnost distribucione trgovine Evropske unije i Srbije. U kontekstu toga utvrđeno je da su na prva tri mesta prema efikasnosti distribuciona trgovina Nemačke, Francuske i Italija (vodeće zemlje Evropske Unije). Distribuciona trgovina Srbije je rangirana na dvadest i petom mestu. S obzirom na to, u cilju ostvarenja ciljnih performansi u distribucionoju trgovini Srbije neophono je, pored ostalog, što efikasnije upravljati ljudskim resursima, aktivom, kapitalom, prodajom i profitom.

Ključne reči: efikasnost, troškovi, prihodi, profit, trgovina Evropske unije i Srbije, determinante

Performance Analysis of the Distribution Trade of the European Union and Serbia

The issue of distribution trade performance is continuously topical, significant and complex. Based on this, this paper provides a comparative analysis of the efficiency of distribution trade between the European Union and Serbia. In this context, it was found that the first three places in terms of efficiency of distribution trade are occupied by Germany, France and Italy (leading countries of the European Union). Serbian distribution trade is on the twenty-fifth place. In order to achieve the targeted performance in Serbian distribution trade, it is necessary, among other things, to manage human resources, assets, capital, sales and profit as efficiently as possible.

Keywords: efficiency, costs, revenues, profit, trade between the European Union and Serbia, determinants

Implikacije demografskih trendova i nepovoljnog privrednog ambijenta u Bosni i Hercegovini

Ratna i poslijeratna dešavanja u Bosni i Hercegovini (BiH), za posljedicu imaju višestruke probleme, među kojima su smanjenje populacije za 43 % (procjena Agencije za statistiku BiH, 2008.), unutrašnje migracije, neravnomjeran teritorijalni razvoj, preobiman javni sektor, nefunkcionalan obrazovni sistem, odljev mladih i sposobnih kadrova, nekonkurentna radna snaga, nepovoljan ekonomski, pravni i politički ambijent za pokretanje i vođenje biznisa, i dr. U znatnoj mjeri, prisutni su korupcija, klijentelizam, kao i politički uticaj na pravosudni sistem i institucije. Predmet istraživanja su demografski i ekonomski trendovi, kao i sveukupni poslovni ambijent u BiH sa fokusom na odabrane lokalne zajednice. Cilj rada je identifikacija demografskog stanja i trendova, uzroka neravnomjernog razvoja lokalnih zajednica, problema poslovnog sektora i niskog nivoa ekonomske aktivnosti, te utvrđivanja mjera koje mogu doprinijeti oživljavanju ekonomije. U desk istraživanju, urađena je komparacija šest gradova BiH, dok su u primarnom istraživanju anketirana 52 preduzeća. Na osnovu rezultata istraživanja, predložene su mjere koje mogu doprinijeti ravnomjernijem razvoju lokalnih zajednica i poboljšanju poslovnog ambijenta. Time bi se doprinijelo povećanju konkurentnosti, te lokalnom i sveukupnom privrednom razvoju BiH.

Ključne riječi: demografski trendovi, poslovni ambijent, faktori konkurentnosti

Implications of Demographic Trends and Unfavorable Economic Environment in Bosnia and Herzegovina

The war and post-war events in Bosnia and Herzegovina (BiH) have led to numerous problems, including a 43% population decline (BiH Agency for Statistics estimate, 2008), internal migrations, uneven territorial development, an oversized public sector, a dysfunctional education system, the outflow of young and capable workers, an uncompetitive workforce, an unfavorable economic, legal and political environment for starting and running a business, etc. Corruption, clientelism and political influence on the judicial system and institutions are present to a high degree. The subject of this research is the demographic and economic trends, as well as the general business environment in BiH with a focus on selected local communities. The aim of this paper is to identify the demographic situation and trends, the causes of uneven development of local communities, business sector problems and low economic activity, and to identify measures that can contribute to economic recovery. In the desk survey, a comparison of six cities in BiH was conducted, while in the primary survey 52 companies were surveyed. Based on the results of the research, measures have been proposed that can contribute to more balanced development of local communities and improvement of the business environment. This would contribute to the increase of competitiveness, and local and overall economic development of BiH.

Keywords: demographic trends, business environment, competitive factors

Management in učinkovitost

Raziskava učinkovitosti managementa v obdobju 2021/2022 je pokazala, da je management v svojih petih funkcijah (vodenje, programiranje, organiziranje in koordiniranje, obvladovanje potencialov ljudi in nadzor) v solidni kondiciji bolj v podjetniškem privatnem sektorju kot v javni upravi. Presenečenje je bila ugotovitev glede predpogojev njegovega dobrega funkcioniranja. Organizirana je bila delavnica za validacijo, da bi pridobili dodatne odgovore na vprašanje: kateri so vzroki takšnim rezultatom. Udeleženci so bili zaposleni večinoma srednji management, tako v javnem kot v podjetniškem sektorju z visoko izobrazbo. Analizirali so primere in prakse, v katerim se tudi sami srečujejo. Tako so v kontekstu ugotovljenih stanj identificirali nekatere skupne vzroke zrelosti managementa. V validaciji so poslužila kot okvir tista aktualna področja, v katerih mora management odigrati svojo vlogo, in so: EU okolje in z njim povezana zakonodaja, sistemski management, na rezultate usmerjen management.

Ključne besede: učinkovit management, javni sektor, podjetniški sektor, sistemski management, na rezultate usmerjen management

Management and Efficiency

The research about management efficiency in 2021/2022 found that management in its five functions (leadership, programming, organisation and coordination, human resource management and control) is in a solid position, but more so in the entrepreneurial sector than in the public sector. Surprisingly, the assessment of preconditions for good management practice was lower. The workshop to validate the results was organised to obtain additional responses to these findings. The workshop participants were employed in the public and private sectors, mostly in middle management, all with high education. They analysed cases in which they are involved in their practice. In this context, they identified some sources of management maturity. The validation framework included the following current areas for the implementation of good management practises: EU environment and EU legislation, system management and results-based management.

Keywords: effective management, public sector, private sector, system management, results-based management

Izzivi samopostrežne poslovne inteligence

Povečanje zmogljivosti sodobnih analitičnih programskih orodij, kjer je kot pionirja moč šteti Excel s Power Pivot, je omogočilo razmah samopostrežne poslovne inteligence. Napredni uporabniki lahko sami dostopajo do različnih podatkovnih virov, pridobijo informacije iz podatkov, sestavljajo poizvedbe, izdelujejo poročila in nadzorne plošče. Vendar do pričakovane splošne uporabe vseeno ni prišlo. V prispevku je narejen pregled dosegljivih zapisov razlogov delnega uspeha samopostrežne poslovne inteligence. Pri uporabi samopostrežne poslovne inteligence se je izkazalo, da brez nekaterih analitičnih znanj vseeno ne gre. So predpogoj, da bi uporabniki lahko uspešno uporabljali razpoložljiva orodja. V prispevku potrebna znanja identificiramo in zberemo. S tem tudi pokažemo na potencialne priložnosti razvoja orodij. Integracija nekaterih potrebnih ročnih posegov pri izdelavi analitičnega modela bi lahko orodja naredila še bolj prijazna in lažja za uporabo.

Ključne besede: samopostrežna poslovna inteligenca, BI, ETL postopek, večdimenzijsko podatkovno skladišče, poročilo, zvezdna shema

Challenges of Self-Service Business Intelligence

Increasing the capacity of modern analytical software tools, of which Excel with Power Pivot can be considered a pioneer, has enabled the expansion of self-service business intelligence. Advanced users can access a variety of data sources, retrieve information from data, compose queries, produce reports and dashboards. However, the expected general application did not occur. This paper provides an overview of the available documentation on the reasons for the partial success of self-service business intelligence. The use of self-service business intelligence has shown that it cannot be done without some analytical skills. They are a prerequisite for users to successfully use the available tools. This paper identifies and summarises the required skills. This also points to potential opportunities for tool development. Incorporating some of the manual intervention still required in the production of the analytical model could make the tools even more user-friendly and easier to use.

Keywords: self-service business intelligence, BI, ETL process, multidimensional data warehouse, report, star schema

Globalni izazovi i cirkularna ekonomija

Odavno je postalo jasno da je postojeći model ekonomije globalno postao neodrživ. Linernost u ekonomiji negativno utiče na životnu sredinu, ali i samu održivost globalnog razvoja. Cirkularnost ekonomije podrazumeva obnovljivu industrijsku ekonomiju i predstavlja potpuno promenjeni koncept proizvodnje, ali i potrošnje u odnosu na stvaranje otpada i uticaj na životnu sredinu. Nužnost globalne tranzicije sa lineme na cirkularnu ekonomiju podrazumeva koncipiranje mape puta tranzicije na nacionalnim nivoima, koja uvažava sve specifičnosti lokalnih ekonomija. Tranzicija će pored profitabilnosti uzeti u obzir i životnu sredinu, očuvanje resursa, društveni razvoj, motivaciju kroz iznalaženje novih inovativnih rešenja i kreiranje novih sistemskih promena. U ovom procesu mora postojati dijalog između donosioca odluka, privrede, akademskog i civilnog sektora. U radu će biti stavljen poseban akcenat na fokusiranju ključnih globalnih izazova koji će uticati na sam proces tranzicije, ali i izazova koje nameće sam koncept cirkularnosti. U tom smislu će posebna pažnja biti usmerena ka održivoj upotrebi resursa i energije, uticaju na klimu i povezanosti cirkularne ekonomije sa ključnim ciljevima održivog razvoja.

Ključne reči: linearna ekonomija, cirkularna ekonomija, održivi razvoj, tranzicija

Global Challenges and Circular Economy

It has been clear for some time that the existing economic model is no longer sustainable worldwide. The linearity of the economy has a negative impact on the environment, as well as the sustainability of global development. The circularity of the economy implies the renewable industrial economy and represents a completely different approach to production and consumption in terms of environmental impact and generating waste. The necessity for a global transition from a linear to a circular economy implies that the map of the transition is designed at the national level, taking into account all the characteristics of the local economies. In addition to profitability, the transition will also consider the preservation of the environment and resources, social development, motivation through the discovery of new innovative solutions and the creation of new systematic changes. In this process, there must be a dialogue between decision makers, economy, academic and the civil sector. This paper focuses on the main global challenges that will have a major impact on the transition process itself, but also on the challenges posed by the concept of circularity. In this respect, close attention is paid to the sustainable use of resources and energy, the impact on the climate, and the relationship of the circular economy to the key goals of sustainable development.

Keywords: linear economy, circular economy, sustainable development, transition

Ekološka efikasnost i emisije azotnih oksida preduzeća u Srbiji

Glavni zagađivači vazduha u Srbiji su pored primarnih i sekundarnih suspendovanih čestica, sumpor dioksida, ugljen dioksida i monoksida i azotni oksidi. Cilj rada je obračun ekološke efikasnosti na osnovu emisija azotnih oksida za srednja preduzeća koja su veliki izvori zagađenja vazduha u Srbiji u periodu od 2015. do 2019. godine. Indikator ekološke efikasnosti je utvrđen kao količnik poslovnih prihoda preduzeća i emisija azotnih oksida na godišnjem nivou. Rezultati analize emisija azotnih oksida u Srbiji tokom petogodišnjeg perioda pokazuju opadajući trend zaključno sa 2018. godinom kada su emisije na najnižem nivou. Analizirana srednja preduzeća kontinuirano emituju azotne okside u posmatranom periodu. Većina analiziranih preduzeća beleži smanjenje emisija azotnih oksida u drugom delu analiziranog perioda ukazujući na poboljšanje ekološke efikasnosti. Međutim, deo njih uporedo sa smanjenjem emisija oksida azota beleži smanjenje poslovnih prihoda, poslovnog i neto rezultata ili čak negativan rezultat poslovanja. Loš trend ekološke efikasnosti beleži srednje preduzeće koje se bavi proizvodnjom papira i kartona.

Ključne reči: azotni oksidi, srednja preduzeća, ekološka efikasnost, Srbija

Ecological Efficiency and Nitrogen Oxide Emissions of Enterprises in Serbia

The main air pollutants in Serbia are primary and secondary suspended particles, sulfur dioxide, carbon dioxide and monoxide, and nitrogen oxides. This paper aims to calculate ecological efficiency based on nitrogen oxide emissions from 2015 to 2019 for medium-sized enterprises, which are significant sources of air pollution in Serbia. The indicator of ecological efficiency is determined as the ratio between operating revenues of enterprises and annual nitrogen oxide emissions. The analysis results of nitrogen oxide emissions in Serbia during the five years show a decreasing trend until 2018, when the emissions are the lowest. The analysed medium-sized enterprises continuously emit nitrogen oxides during the observed period. Most of the analysed enterprises recorded a decrease in nitrogen oxide emissions in the second part of the observed period, which indicates improved ecological efficiency. However, in parallel with the reduction of nitrogen oxide emissions, some enterprises recorded a decrease in operating income, operating and net results or even negative results. A medium-sized company engaged in paper and cardboard production recorded a poor trend in ecological efficiency.

Keywords: nitrogen oxide, medium enterprises, ecological efficiency, Serbia

Priprema za web 3.0 - uloga non fungible tokens (NFT)

U današnjem svijetu tehnologije, pogotovo oblasti blockchain-a, finansija, industrije igrice, umjetnosti i socijalnih medija, gotovo je nemoguće zaobići pojam koji je iznenada postao veoma popularan a to je NFT (Non-fungible token odnosno, kriptografski zaštićenu digitalnu imovinu). Ono što privlači pažnju masama su svakako enomne količine novca povezane sa ovim pojmom i nema dileme da se mnogi pitaju šta to zapravo predstavlja, zbog čega je vrijedan i kako se uopšte njime može upravljati u svoju korist? Da li je NFT početak jedne nove ere, novog digitalnog poretka, i kakvu ulogu ima i može da ima u Web 3.0? Ovaj članak će se baviti ovim ključnim pitanjima i sastoji se od sledećih dijelova. Prvi dio se bavi diskusijom eksplozivnog tržišta digitalne umjetnosti kao jednu od ključnih stvari koja pokreće NFT tržište i doprinosi daljnjem razvoju ideja koje bi mogle odigrati velike uloge u web 3.0 internetu. Drugi dio istražuje u detalje kako je NFT povezan i koju ulogu igra u web 3.0 kao i njegovom evolucijom što uključuje blockchain i virtualne valute. Treći dio evaluira da li je NFT samo prolazni trend ili ipak nešto više i kakvi su njegovi potencijali u budućnosti. Četvrti a ujedno i poslednji dio diskutuje i zaključuje nekoliko misli o budućnosti NFT tržišta, o njegovim prednostima i manama, i o budućnosti digitalne imovine. Ova digitalna tehnologija uticala je u velikom obimu na svijet umjetnosti i muzike i bez dileme predstavlja jedan novi način kreativnog izražavanja.

Ključne riječi: non-fungible tokens (NFT), web 3.0, blokčejn, digitalna umjetnost, pravo svojine

Preparation for the Web 3.0 - the Role of Non-Fungible Tokens (NFT)

In today's world of technology, especially blockchain, finance, gaming, art and social media, it is almost impossible to bypass the term that has suddenly become very popular and that is NFT (Non-fungible token). What attracts the attention of the masses is certainly the enormous amount of money associated with this concept and there is no doubt that many are wondering what it actually represents, why it is valuable and how it can be managed for our own benefit. Is NFT the beginning of a new era, a new digital order, and what role does and can it play in Web 3.0? This article addresses these key questions and consists of the following sections. The first part introduces us to the explosive digital art market, which is one of the main factors driving the NFT market and contributing to the evolution of ideas that could play major roles in the Web 3.0 Internet. The second part explores in detail how NFT is connected and what role it plays in Web 3.0, as well as its evolution involving blockchain and virtual currencies. The third part explores whether NFT is just a passing trend or more and what its potentials are in the future. The fourth and final part discusses and summarises some thoughts on the future of the NFT market, its advantages and disadvantages, and the future of digital assets. This digital technology has greatly influenced the world of art and music and undoubtedly represents a new way of creative expression.

Keywords: non-fungible tokens (NFT), web 3.0, blockchain, digital art, property rights

Strateški menadžment naučnoistraživačkih organizacija (SRO) kao alat za postizanje uspeha – primer Srbije

Uticaji današnjeg složenog okruženja uz razvoj ekonomije znanja uzrokuju brze promene u obrascima upravljanja u naučnoistraživačkim organizacijama (NIO). Strateški menadžment naučnoistraživačkih organizacija postaje glavno sredstvo za postizanje organizacionog uspeha. Istraživačke i razvojne aktivnosti koje se sprovode u naučnoistraživačkim organizacijama su uglavnom projektno orjentisane, te je definisanje odgovarajućih programa i projekata od ključne važnosti za strategiju njihove implementacije. U proteklom veku u Srbiji, kao i u većini postkomunističkih zemalja, istraživanja i razvojne aktivnosti nisu bile diktirane potrebama tržišta, što predstavlja nov izazov za menadžment naučnoistraživačkih organizacija. U istraživanju koje je predstavljeno, zaposleni u naučnoistraživačkim organizacijama su prepoznali potrebu za uvođenjem strateškog pristupa u upravljanju projektima.

Ključne reči: NIO, strateški menadžment, inovacija

Strategic management of Scientific Research Organisations (SROs) as a tool for success - evidence from Serbia

The influences of today's complex environment, as well as knowledge economy development, cause rapid changes in the management patterns in Scientific Research Organizations (SROs). The strategic management of SROs becomes the main tool for achieving organizational success. Research and development activities that are carried out in SROs are mostly project-oriented, so a definition of appropriate programs and projects is crucial for strategy implementation. In the last century, in Serbia, like in most post-communist countries, research and development activities were not triggered by market needs, which is a new challenge for the SROs management. In the presented research, the employees in SROs identified the need for introducing a strategic approach to project management.

Keywords: SROs, strategic management, innovation

Stavovi studenata o turističkim putovanjima

Ponašanje potrošača (turista) se sastoji od različitih aktivnosti koje se poduzimaju prije, za vrijeme i nakon turističkog putovanja. Brojni čimbenici utječu na ponašanje potrošača (ekonomski, sociološki, psihološki ...). Kako bi se uspješno provodile marketing strategije u turizmu potrebno je istražiti ponašanje pojedinih segmenata potrošača. U radu se analiziraju stavovi i potrošnja turista u Republici Hrvatskoj prema istraživanju Tomas 2019 kojeg provodi Institut za turizam. Za potrebe rada se analiziraju kroz grupni intervju stavovi studenata prema obilježju putovanja (način organizacije, vrsta prijevoza, učestalost, način nalaska smještaja, vrsta smještaja), motivima boravka, vrstama aktivnosti za vrijeme boravka, čimbenicima prilikom odabira destinacije i stavovi prema specifičnim oblicima turizma. Informacije o turističkim putovanjima domaćeg stanovništva omogućuju gospodarskim subjektima i razvojnim strategijama turizma prilagodbu potražnji i njenim segmentima.

Ključne riječi: ponašanje potrošača, Tomas istraživanje, grupni intervju, stavovi studenata

Students' Attitudes on Tourist Travels

Consumers (tourist) behaviour consists of various activities undertaken before, during and after a tourist travel. Numerous factors influence consumer behaviour (e.g. economic, sociological, psychological, etc.). In order for tourism marketing strategies to be successfully implemented, it is necessary to study the behaviour of individual consumer segment. In this paper, the attitudes and consumer behaviour of tourists in the Republic of Croatia are analysed according to the survey conducted by Tomas in 2019 and arranged by the Institute of Tourism. For the purpose of this paper, group interviews were used to analyse students' attitudes towards the characteristics of travel (such as organisation and type of transport and its frequency, method of finding accommodation and type of accommodation), motives for the stay, types of activities during the stay, factors in the choice of destination and attitudes towards certain forms of tourism. The information on tourist trips undertaken by the local population enables economic entities and development strategies to adjust to the demand and its segments.

Keywords: consumer behaviour, the survey conducted by Tomas, group interview, student attitudes

K pacientu usmerjena zdravstvena nega

K pacientu usmerjena zdravstvena nega je bila prvič omenjena že v dvajsetem stoletju, danes pa predstavlja eno ključnih inovativnih oblik organizacije v zdravstveni ustanovi in odnosa med zdravstvenimi delavci, pacienti in njihovimi družinami, če želimo v zdravstvenem sistemu doseči zadovoljstvo s pacientovo izkušnjo in tudi ekonomsko uspešno zdravstveno ustanovo. K pacientu usmerjena zdravstvena nega je usmeritev v zdravstvu, ki zahteva nenehno praktično in teoretično izobraževanje za uspešno zadovoljitev potreb v sodobnem zdravstvenem sistemu, zato jo je ključno razumeti in nenehno posodablјati. Splošni pristop v k pacientu usmerjeni zdravstveni negi je predvsem zanimanje obeh deležnikov – znanje o bolezni s strani zdravstvenega delavca in pacienta, informiranje pacienta o diagnozi ter empatija in odnos med zdravstvenim delavcem in pacientom, ki skupaj tvorijo pozitiven zdravstveni izid. Članek je analiza znanstvenih virov na temo k pacientu usmerjene zdravstvene nege in predstavlja pomembno razpravo o tej temi, ki jo je smiselno še naprej vključevati v zdravstveni sistem – njen razvoj, konceptualni okvir oziroma teoretična podlaga, sinteza odnosa med zdravstvenim delavcem, zdravstveno ustanovo in pacientom ter praktično-teoretične strategije za vzpostavljanje in ohranjanje k pacientu usmerjene zdravstvene nege v zdravstvenem sistemu. K pacientu usmerjena zdravstvena nega je delo ljudi za ljudi in z ljudmi.

Ključne besede: zdravstvena oskrba, zdravstvena nega, pacient, odnos med pacientom in zdravstvenim delavcem

Patient-Centered Care

Patient-centered care was first mentioned in the twentieth century and today it represents one of the key innovative forms of organisation in the healthcare institution and in the relationship between healthcare professionals, patients and their families, if we want to achieve patient satisfaction and the economic success of the medical institution. Patient-centered care is a healthcare orientation that requires continuous practical and theoretical education to meet the demands of modern healthcare. Therefore, it is crucial to understand and constantly update it. The general approach in patient-centered care is primarily the interest of both stakeholders – the knowledge of the disease by the healthcare professional and the patient, the information of the patient about the diagnosis and the empathy and relationship between the healthcare professional and the patient, which together form a positive health outcome. The article is an analysis of scientific sources on patient-centered care and presents an important discussion on this topic, which makes it useful to continue to be involved in the healthcare system - its development, conceptual framework or theoretical basis, synthesis of the relationship between health care providers and practical-theoretical strategies for establishing and maintaining patient-centered care in the healthcare system. Patient-centered care is the work of people for people and with people.

Keywords: nursing care, patient, patient-healthcare provider relationship

Vodja kot soustvarjalec organizacijske klime v negovalnem timu

Organizacijska klima ali pa psihološka klima predstavlja okno v organizaciji, ki daje menedžmentu povratno informacijo, kje so potrebne izboljšave, vodenje pa predstavlja pomembno dimenzijo organizacijske klime. Namen raziskave je preučiti vlogo vodje pri ustvarjanju organizacijske klime v negovalnem timu. Uporabili smo kvantitativno metodo raziskovanja in deskriptivno metodo dela, za zbiranje primarnih podatkov pa uporabili tehniko anketiranja. Med anketiranimi 45 medicinskimi sestrami ugotovljamo boljšo oceno organizacijske klime v timu kot celotni organizaciji, hkrati pa rezultati kažejo strinjanje medicinskih sester, da vodja na splošno pozitivno vpliva na organizacijsko klimo, hkrati pa so neodločene, da njihov neposredni vodja prav tako soustvarja pozitivno vzdušje v timu. Dokler bodo medicinske sestre kljub majhnemu vzorcu izpostavljale negativne lastnosti, kot so nezaupljivost, nepravilnost, neenakopravnost, zahrbtnost, laži, zavajanja, manipulativnosti, pomanjkanje pripadnosti tima in številne druge lastnosti, pomeni, da nas čaka še veliko dela pri ustvarjanju vodij, ki bodo soustvarjali pozitivno organizacijsko klimo v svojem negovalnem timu in delovali po načelih transformacijskega vodenja kar si medicinske sestre želijo.

Glavne besede: organizacijska klima, vodenje, transformacijsko vodenje, medicinska sestra

The Leader as a Co-Designer of the Organisational Climate in the Nursing Team

Organisational climate (or psychological climate) is a window into the organisation that provides feedback to management on needed improvements. Leadership is an essential dimension of organisational climate. The purpose of the present research is to examine the role of leadership in creating the organisational climate in a nursing team. We used the quantitative research method and the descriptive work method, and the survey technique to collect primary data. Among the 45 nurses who participated in the study, we discovered a better assessment of organisational climate in the team than in the organisation as a whole. At the same time, the results indicate nurses' agreement that their leader generally has a positive influence on the organisational climate but they are also undecided about whether their leader has a positive influence on their nursing team. As long as nurses exhibit negative traits such as mistrust, injustice, inequality, insidiousness, lies, deception, manipulativeness, lack of team affiliation and many other traits, regardless of the small sample size, there is still much work to be done to develop leaders who will co-create a positive organisational climate in their nursing team and operate according to the transformational leadership principles the nurses desire.

Keywords: organisational climate, leadership, transformational guidance, nurse

Analiza sustava povratne naknade u Republici Hrvatskoj i implikacije

Globalni rast 21. stoljeća utjecao je na eksponencijalni razvoj industrijalizacije, tehnologije i prekomjernog korištenja resursa što negativno utječe na okoliš. Proizvedeni otpad predstavlja izvor sirovina u kružnom gospodarstvu čijom bi se uporabom smanjila potražnja već istrošenih primarnih izvora sirovina. Jedan od modela kružnog gospodarstva je sustav povratne naknade. Svrha rada je ukazati na važnost zbrinjavanja otpada sustavom povratne naknade (SPN). Dodana vrijednost SPN-a ogleda kroz monetizaciju kojom se motivira krajnjeg kupca da indirektno sudjeluje u recikliranju ambalažanog otpada. Cilj rada je statističkom analizom sekundarnih podataka o prihodima i rashodima SPN-a, prodaje sirovina, nepotraživane povratne naknade, manipulativne naknade, troška centara za obradu i brojanje i stope povrata, prikazati ekonomske implikacije nastale direktnim utjecajem implementiranog SPN-a u Hrvatskoj. Analiza SPN-a u RH pokazat će njegovu potentnost te implikacije na ekosustav i infrastrukturu.

Ključne riječi: sustav povratne naknade, zaštita okoliša, kružno gospodarstvo, analiza, implikacije

Analysis of the Deposit Refund System in Croatia and Implications

The global growth of the 21st century has influenced the exponential development of industrialisation, technology and overuse of resources, which has negatively affected the environment. Produced waste is a source of raw materials in the circular economy, the use of which would reduce the demand for already depleted primary sources of raw materials. One of the models of circular economy is deposit refund system. The purpose of this paper is to show the importance of waste management through a deposit refund system (DRS). The added value of DRS can be seen in the monetisation that motivates end customers to indirectly participate in the recycling of packaging waste. The aim of this paper is to show the economic implications of the direct impact of the implemented DRS in Croatia through a statistical analysis of secondary data on DRS revenues and expenditures of DRS, sales of raw materials, uncollected refunds, manipulative fees, costs of processing and counting centers and return rates. The analysis of the DRS in Croatia will show its potency and implications for the ecosystem and infrastructure.

Keywords: deposit refund system, environmental protection, circular economy, analysis, implications

Vpliv covid-19 na BDP izbranih dejavnosti v Sloveniji

V letu 2020 se je svet znašel v zdravstveni in gospodarski krizi zaradi hitrega širjenja novega virusa SARS-CoV-2. Delovanje različnih gospodarskih dejavnosti je bilo zaradi pandemije covid-19 in z njo povezanimi zaježitvenimi ukrepi zelo oteženo. Večina združb je bila primorana k začasni zaustavitvi delovanja ali pa uvedbi različnih sprememb, kar je opaziti tudi v spremembah bruto domačega proizvoda oz. BDP-ja, ki je eno izmed najpomembnejših meril gospodarske aktivnosti v državi. V prispevku smo preučili, kako je epidemija vplivala na vrednost BDP-ja v predelovalni dejavnosti (C), trgovini, vzdrževanju in popravilu vozil (G), prometu in skladiščenju (H), gostinstvu (I) ter v informacijski in komunikacijski dejavnosti (J). Prikazali in analizirali smo spremembo vrednosti BDP-ja na letni in četrtni ravni in to povezali z dogajanjem med epidemijo. Rezultati so pokazali, da se je zaradi epidemije spremenil ustaljen vzorec gibanja BDP na četrtni ravni in da je imela epidemija različno močan vpliv na izbrane dejavnosti.

Ključne besede: covid-19, epidemija, BDP, gospodarske dejavnosti, Slovenija

Impact of Covid-19 on GDP of Selected Economic Activities in Slovenia

In 2020, the world was in a health and economic crisis due to the rapid spread of the new SARS-CoV-2 virus. The operation of various economic activities was hampered by the Covid-19 pandemic and related containment measures. Most companies were forced to suspend their operations or introduce various changes, which can also be seen in the changes in gross domestic product (GDP), which is one of the most important measures of a country's economic activity. In this paper, we examined how the epidemic affected the value of GDP in manufacturing (C), wholesale and retail trade, motor vehicle maintenance and repair (G), transportation and storage (H), accommodation and food service activities (I) and information and communication (J). We presented and analysed the change in the value of GDP on an annual and quarterly basis and linked it to events during the epidemic. The results show that the epidemic changed the steady pattern of GDP on a quarterly basis and that the epidemic affected selected activities to varying degrees.

Keywords: Covid-19, epidemic, GDP, economic activities, Slovenia

Izobraževanje na področju vodenja v zdravstveni negi

Kot se spreminja, razvija in napreduje zdravstvena nega se z njo spreminja, razvija in napreduje tudi njena organiziranost. Pomembno je, da so na teh delovnih mestih zaposleni strokovnjaki, ki imajo poleg strokovnih znanj tudi znanja s področja vodenja, ti pa morajo poleg prirojenih in pridobljenih osebnostnih lastnosti preko formalnih in neformalnih izobraževanj poleg strokovnih vsebin usvajati tudi specifična znanja s področja vodenja. Namen naše kvalitativne raziskave, ki je temeljila na deskriptivni metodi dela, je opredeliti pomen izobraževanj vodstvenih delavcev v zdravstveni negi, cilji pa ugotoviti, katera formalna in neformalna izobraževanja so v Sloveniji trenutno v ponudbi in za vodenje v zdravstveni negi poiskati in morda predlagati najprimernejšega. V raziskavi je sodelovalo 9 intervjuvancev, od tega sedem oseb ženskega spola in dve osebi moškega spola. Med njimi so štiri intervjuvanci, vodje na področju zdravstvene nege, patronaže, reševalne enote in oddelka, tri diplomirane medicinske sestre, ki delajo kot vodje timov v procesu zdravstvene nege, in dva intervjuvanca, ki sta pomočnika direktorja za zdravstveno nego. Vsi intervjuvanci navajajo, da se stroka ne sme zanemariti in je strokovno izobraževanje za razvoj zdravstvene nege pomembno, a ob tem poudarjajo pomanjkljivosti tako časa, ki ga za izobraževanje imajo, kot tudi udeležbi na tovrstnih izobraževanjih, največjo težavo pa vidijo predvsem v ponudbi izobraževanj s področja vodenja.

Ključne besede: vodenje, zdravstvena nega, formalno izobraževanje, neformalno izobraževanje

Education for Leadership in Nursing care

As nursing care changes, evolves, and advances, so does its organisation. It is important that these workplaces are staffed with professionals who have management skills in addition to their technical knowledge, and who must have specific management skills in addition to their innate personality traits acquired through formal and informal education. Our qualitative research, based on a descriptive working method, aims to define the importance of management education in nursing care, and to find out the objectives, which formal and informal education is currently offered in Slovenia and to find and possibly propose the most suitable one for management in nursing care. There were 9 respondents, seven of which were female and two were male. Among them, there are four respondents from nursing, patronage, ambulance and department, three graduate nurses who work as team leaders in the nursing process, and two respondents who are assistant directors of nursing care. All respondents indicate that the profession should not be neglected and that professional education is important for the development of nursing but highlight the shortcomings they have in both education and participation in such education, and the greatest problem is seen mainly in the provision of management education.

Keywords: leadership, nursing care, formal education, non-formal education

Monitoring odpadnih voda v tekstilni industriji na primeru podjetja Beti

Naravni viri so še vedno največji vir izkoriščanja v gospodarstvu po celemu svetu. Zaradi več desetletij prekomernega izkoriščanja naravnih virov in posredno onesnaževanja ekosistemov smo na prelomni točki, ko bo potrebno intenzivno reagirati in začeti uresničevati zastavljene okoljske in podnebne cilje. Tekstilna industrija kot drugi največji porabnik naravnih virov v gospodarstvu bo morala v prihodnje intenzivneje stopiti k reševanju problematike prekomernega izkoriščanja naravnih virov. Cilj raziskave je ugotoviti vpliv odpadne vode podjetja Beti na naravno okolje glede na pretok reke Kolpe, na porabo odpadne vode in na rezultate letnih monitoringov v devetletnem obdobju. Raziskava temelji na porabi vode in rezultatih monitoringov odpadne vode podjetja Beti v primerjavi z ostalimi tekstilnimi industrijami v Sloveniji in v Evropi. Rezultati kažejo povezanost vpliva porabe odpadne vode podjetja Beti na najmanjši pretok reke Kolpe, vendar povezave ni z največjim in srednjim pretokom reke Kolpe. Izkazalo se je, da bruto domači proizvod na prebivalca vpliva na večjo porabo vode v podjetju Beti in da se povprečne vrednosti kemijske porabe po kisiku v odpadni vodi podjetja Beti razlikujejo od povprečnih vrednosti KPK v odpadni vodi v tekstilni industriji v Evropi. Prav tako se je izkazalo, da so povprečne vrednosti biološke porabe kisika v odpadni vodi podjetja Beti večje od povprečnih vrednosti BPK v odpadni vodi v tekstilni industriji Slovenije.

Ključne besede: naravni viri, izkoriščanje, odpadne vode, tekstilna industrija, podjetje Beti

Wastewater Monitoring in the Textile Industry in the Case of the Beti Company

Natural resources are still the largest source of utilisation in the economy. Due to the excessive exploitation of natural resources, we are at a turning point where it will be necessary to react intensively and start achieving the set environmental and climate goals. The textile industry, as the second largest consumer of natural resources, will have to increasingly address the problem of over-exploitation of natural resources in the future. The aim of the research is to determine the impact of Beti's wastewater on the natural environment, taking into account the Kolpa River, wastewater consumption and the results of annual monitoring over a period of nine years. The research is based on Beti's water consumption and wastewater monitoring results in comparison with other textile industries in Slovenia and Europe. The results show a correlation between the impact of Beti's wastewater consumption on the lowest flow of the Kolpa River, but no correlation with the highest and medium flow of the Kolpa River. Gross domestic product per capita has an impact on Beti's higher water consumption and the average values of chemical oxygen demand in Beti's wastewater differ from the average values of COD in textile industry wastewater in Europe. It turned out that the average values of biological oxygen demand in Beti's wastewater are higher than the average values of BOD in the wastewater in the textile industry in Slovenia.

Keywords: natural resources, exploitation, wastewater, textile industry, Beti company

Monitoring zraka rešitev rekuperacija ali kalcijev klorid

V mestu Ljubljana je veliko starejših stanovanj brez urejenega prezračevanja. Uporaba električnih razvlažilnikov in kalcijevega klorida (CaCl_2) je draga, saj se cene vsako leto večajo. Živimo v tehnološko zelo modernem in inovacijsko naprednem času. Namen naloge je ugotoviti, ali je vgradnja sistema rekuperacije koristna in potrebna. Poleg tega bom preveril tudi monitoring zraka v mestu Ljubljana in tudi monitoring zraka v zaprtih prostorih. V okviru te naloge se bom posvetil vgradnji sistema v družinsko hišo. Če ne vzdržujemo pravilno vlago v svojem bivališču, se nam pojavi plesen. Posledice tega pa so: slab zrak v bivališču in možnost obolenj dihalnih organov tistih, ki tam živijo. Tudi ob daljši odsotnosti se zrak prisilno menja in s tem preprečujemo nastanek plesni v bivališču. Cilj naloge je bolje spoznati monitoring zraka in sistem rekuperacije. Do svojih ciljev bom prišel z naslednjimi metodami: deskripcija, kompilacija, primerjalna in zgodovinska.

Ključne besede: monitoring, prisilno prezračevanje, rekuperacija, zrak, ekonomski kazalniki

Air Monitoring Solution Recovery or Calcium Chloride

In the city of Ljubljana there are many older flats without proper ventilation. The use of electric dehumidifiers and calcium chloride (CaCl_2) is expensive, as prices increase every year. We live in a technologically very modern and innovatively advanced time. The purpose of the task is to determine if it is reasonable and necessary to install a recuperation system. I will also review the air monitoring in the city of Ljubljana and also the monitoring of indoor air. Within this task, I will focus on the installation of the system in a single-family house. If we do not maintain the humidity in our house properly, mold will develop. The consequences of this are: bad air in the house and the possibility of respiratory diseases in the inhabitants. Even during prolonged absence, the air is forced to change, preventing the formation of mold in the house. The aim of the task is to better understand the air monitoring and the recuperation system. I will accomplish my goals using the following methods: description, compilation, as well as comparative and historical method.

Keywords: monitoring, forced ventilation, recuperation, air, economic indicators

Kakovost in varnost v zdravstvenih ustanovah (spletne strani)

Z razvojem zdravstvene nege ta pridobiva vse večji pomen, postaja kompleksnejša, poleg tega pa se odpirajo številne možnosti za izobraževanje. Delovanje po načelih kakovosti in varnosti zaposlene v zdravstveni negi vsakodnevno postavlja pred nove izzive in od njih zahteva praktično znanje in veščine. Dejstvo je, da so varnostni odkloni v zdravstveni obravnavi neizbežni, iz vidika razvoja kakovostne in vame obravnave pa je izrednega pomena njihovo dosledno beleženje in iskanje vzrokov za njihov nastanek. Slovenske bolnišnice morajo po zakonodaji redno objavljati letna poročila, kazalnike kakovosti in novo uvedene klinične poti, podatki morajo biti javno dostopni. Način objave podatkov, struktura in izgled spletne strani igrajo veliko vlogo pri prebiranju vsebin. V prispevku predstavimo pregled spletnih strani naključno izbranih 13 zdravstvenih zavodov. Cilj raziskave je bil na podlagi pregleda spletnih strani ugotoviti, kakšna je dostopnost in preglednost informacij o kakovostni in vami zdravstveni obravnavi. Rezultati kažejo, da so podatki v splošnem lahko dostopni in pregledni, prostora za izboljšave spletnih strani pa je še vedno veliko.

Ključne besede: kakovost obravnave, varnost obravnave, dostopnost informacij, zdravstvene ustanove, spletne strani

Quality and Safety in Healthcare Facilities (Websites)

With the development, health care is becoming more and more important, more and more complex and also offers new opportunities for training. Those who work according to the principles of quality and safety face new challenges every day that require them to have practical skills and knowledge. It is a fact that safety deviations are inevitable in medical treatment. From the point of view of the development of quality and safe treatment, the consistent identification and search for the causes of this is of the utmost importance. Slovenian hospitals are obliged by law to present annual reports, indicators of quality and newly introduced clinical pathways, with the data being publicly available. The way of presenting data, the structure and website layout play a major role in the reading of the content. This article provides an overview of the websites of 13 randomly selected healthcare facilities. The aim of the research was to determine the availability and transparency of information about quality and safe health care based on a review of the websites. The results show that data is generally easily accessible and transparent, but that there is much room for improvement on the websites.

Keywords: treatment quality, treatment safety, accessibility of information, healthcare facilities, websites

Sodoben zdravstveni izziv: Odnos Slovencev do evtanazije

Vsako življenje se zaključí s smrtjo. Umiranju je pogosto pridružena bolečina in odvisnost od pomoči drugih, kar povzroča trpljenje. Evtanazija naj bi umirajočemu pripomogla do mime smrti. Pri nas evtanazija ni legalizirana, saj se ob tem poraja vprašanje, kako pogosto bi prihajalo do zlorab ob njeni uporabi. Zato je merjenje stališč do evtanazije ključnega pomena za vse zdravstvene in širše družbene ukrepe. Namen raziskave je bil ugotoviti, kakšen je odnos Slovencev do evtanazije in kako dobro je poznavanje le te. Raziskava je bila kvantitativne narave, v kateri so se primarni podatki zbirali s pomočjo anketnega vprašalnika. V raziskavi je sodelovalo 100 oseb, katerih starost je bila višja od 18 let. Večina anketirancev bi legalizirala evtanazijo, vendar pa se jim vseeno poraja strah pred morebitno zlorabo. Večina se jih strinja, da bi se moral umirajoči sam odločiti glede izvedbe evtanazije in da svojci tukaj ne smejo podajati svojega mnenja. Polovica anketiranih bi se odločilo za izvedbo evtanazije pri sebi, če pa bi šlo za njihove bližnje, pa k temu ne bi bili naklonjeni. Študija je odkrila, da je potreben celovit razmislek o odnosu družbe do evtanazije razkrila je, da je potrebna javna razprava in odprt medijski in družbeni diskurz o evtanaziji, odnosu posameznika in Slovenske družbe do nje in morebitnih ukrepov v zvezi z njo. V Sloveniji predstavlja umiranje in smrt tabu temo, o kateri nekako ne želimo govoriti. Smrt odrivamo od sebe in se hkrati prepričujemo, da se nas to ne tiče.

Ključne besede: etika in morala, evtanazija, paliativna zdravstvena nega, umiranje, pomoč zdravstvenih delavcev

Modern Challenge in Health care: Slovenian Attitudes towards Euthanasia

Every life ends with death. Dying often involves pain and dependence on the help of others, which causes suffering. Euthanasia is intended to help the dying person die peacefully. In our country, euthanasia is not legalised, as this raises the question of how often abuse would occur when using it. Therefore, measuring attitudes toward euthanasia is crucial for any action in health care and in society in general. The aim of the survey was to find out what Slovenians' attitudes are toward euthanasia and how well informed they are about it. The survey was quantitative in nature and collected primary data using a questionnaire. One hundred people over the age of 18 participated in the study. Most respondents would legalize euthanasia, but they are still afraid of possible abuse. Most of them believe that the dying person should decide for him/herself if he/she wants to perform euthanasia and that relatives should not give their opinion on this. Half of the respondents would decide for themselves whether to provide euthanasia, but if it were their relatives, they would not approve. The study has shown that there is a need for a comprehensive reflection on society's attitude towards euthanasia, a public debate and an open media and social discourse on euthanasia, the attitude of individuals and Slovenian society towards it and possible measures in this context. In Slovenia, dying and death are a taboo subject that we somehow do not want to talk about. We push death away from us and at the same time make sure that it does not affect us.

Keywords: ethics and morals, euthanasia, palliative care, dying, help from health professionals

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Upravljanje kvalitetom visokoškolske ustanoveakreditacija-eksterno i interno vrednovanje kvaliteta

Cilj ove studije je da metodom diskursa, tj. teorijske analize sagleda domete i ograničenja suštine upravljanja kvalitetom visokoškolske ustanove, zasnovanim na propisima o akreditaciji visokoškolskih ustanova i studijskih programa u Republici Srbiji. Teorijski kontekst razmatranja pitanja upravljanja kvalitetom visokoškolskog obrazovanja čini emancipatomi talas u pedagogiji postmoderne (Freire, 1995). Osnovno pitanje je: dokle dopire interna i eksterna provera kvaliteta u postupcima koje podrazumeva akreditacija ustanova i nastavnih programa u smislu ispunjavanja osnovne funkcije postupka akreditacije. Nakon analize propisa na kojima se zasniva akreditacija i njen zadatak u smislu kontrole i dizanja nivoa kvaliteta zaključeno je sledeće: Propisi koji su u osnovi procesa utemeljenja kontrole kvaliteta (eksterne i interne kontrole) i na ostvarivanju propisanih standarda su formalni, bez direktnih indikatora merenja kvaliteta obrazovanja u smislu indikatora znanja, sposobnosti i veština koje savremeni svet rada očekuje od obrazovanja, što je indikator formalnog upravljanja kvalitetom visokoškolske ustanove i strukturnih formi same reorganizacije visokoškolskog obrazovanja.

Cljučne reči: upravljanje kvalitetom u visokoškolskom obrazovanju

Quality Management of Higher Education Institutions: Accreditation as External and Internal Quality Evaluation

This study aims to use the method of discourse, i.e. theoretical analysis, and review the scope and limitations of the core of quality management of higher education institutions based on the regulations on accreditation of higher education institutions and study programmes in the Republic of Serbia and beyond. These regulations are of great importance, as they are part of the Bologna process for the reform of higher education in the countries of the European Union. The basic question is: to what extent does the internal and external quality control in the procedures for accreditation of institutions and study programmes fulfill the basic function of the accreditation process, which refers to the definition of this EU instrument that the accreditation process is based on quality control and education? After analysing the regulations on which accreditation is based and its tasks in terms of control and raising quality levels, it was found that the regulations that form the basis for the process of establishing quality control (external and internal control) and the implementation of the prescribed standards are formal and lack direct indicators of quality measurement in education in the form of indicators of knowledge, abilities, and skills that the modern world of work expects from education. It is an indicator of formal quality management of higher education institutions and structural forms of reorganisation of higher education.

Keywords: quality management in higher education, accreditation of institutions and programmes

Komparativna analiza energetske politike Evropske unije i Srbije

Koncept energetske politike suštinski treba da pomogne prelazak na zelenu ekonomiju koja teži suštinskim promenama postojećeg privrednog sistema u smislu njene transformacije u održiv sistem. Paradigma energetske politike je i osnova zelene ekonomije, koja kaže da privreda funkcioniše u okviru društvenih veza i da je celokupno društvo ugrađeno u životnu sredinu. Energetska politika EU obuhvata snabdevanje energijom, infrastrukturu, unutrašnje energetske tržište, potrošače, obnovljivu energiju, energetske efikasnost, nuklearnu energiju, nuklearnu bezbednost i zaštitu od zračenja. Strategija ima pet usko povezanih i međusobno jačajućih dimenzija dizajniranih da povećaju energetske sigurnost, održivost i konkurentnost, a to su: energetska sigurnost, solidarnost i poverenje; potpuno integrisano evropsko energetske tržište; energetska efikasnost koja doprinosi ograničavanju potražnje; dekarbonizacija Unije; i istraživanje, inovacije i konkurentnost. Srbija je na svom putu ka EU najviše uradila na polju usaglašavanja energetske politike, međutim, treba još da se uradi. U ovom radu biće reči o usklađivanju domaće energetske politike sa energetske politikom EU.

Ključne reči: energetska politika, zelena ekonomija, OIE, energetska efikasnost, zelena ekonomija

Comparative Analysis of the Energy Policy of the European Union and Serbia

The concept of energy policy should essentially support the transition to a green economy, which seeks fundamental changes in the existing economic system in terms of its transformation into a sustainable system. The paradigm of energy policy is also the basis of the green economy, which states that the economy operates within social bonds and that the whole society is embedded in the environment. The EU energy policy includes energy supply, infrastructure, the internal energy market, consumers, renewable energy, energy efficiency, nuclear energy, nuclear safety and radiation protection. The strategy has five closely related and mutually reinforcing dimensions that aim to increase energy security, sustainability and competitiveness, namely: energy security, solidarity and trust, a fully integrated European energy market, energy efficiency that helps limit demand, decarbonisation of the Union and research, innovation and competitiveness. On its way to the EU, Serbia has done the most in the field of energy policy harmonisation, but more needs to be done. This paper discusses the harmonisation of national energy policy with EU energy policy.

Keywords: energy policy, green economy, RES, energy efficiency, green economy

Kakovost slovenskih vodotokov

Slovenija je znana po svojih vodotokih, ki so v povprečju med najčistejšimi v Evropi. Na njihovo kakovost vpliva veliko dejavnikov, med katerimi so izpusti odpadnih voda, industrija, kmetijstvo ter razni drugi antropogeni dejavniki. Zato je pomembno spremljati kakovost vodotokov z rednimi monitoringi stanja površinskih voda, ki jih določa tudi Vodna direktiva Evropske unije in okoljska zakonodaja Slovenije. Vsako leto Agencija Republike Slovenije za okolje objavi rezultate spremljanja vnaprej določenih parametrov v površinskih vodah Slovenije. Z statističnimi analizami podatkov monitoringa vodotokov ugotovimo, da so slovenske reke manj onesnažene od povprečja Evropske Unije, in opazimo trend zmanjševanja količine onesnaževal v vodi.

Ključne besede: Slovenija, vodotoki, ekološki monitoring, vodna direktiva, Agencija Republike Slovenije za okolje

Quality of Slovenian Watercourses

Slovenia is known for its rivers, which are among the cleanest in Europe. Their quality is influenced by many factors, including wastewater discharge, industry, agriculture and various other anthropogenic factors. Therefore, it is extremely important to monitor the quality of watercourses, which is ensured by regular monitoring of the ecological and chemical status of surface waters in accordance with the European Union Water Framework Directive and the environmental legislation of Slovenia. Statistical analysis of the collected monitoring data shows that Slovenian rivers are on average less polluted than European Union rivers. We also observe a trend towards reduction of the amount of pollutants in water.

Keywords: Slovenia, watercourses, ecological monitoring, water directive, Slovenian Environment Agency

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Intelektualni kapital: pokretačka snaga razvoja poslovanja

Cilj ove studije je da metodom diskursa akcentuje listu potreba savremenih kompetencija koje mladi treba da formiraju tokom obrazovanja kao neophodne veštine u nadolazećem digitalnom dobu i da sagleda načine jačanja korespondentnosti obrazovanja i sveta rada, radi veće efikasnosti na razvoju kompetencija mladih, koje se smatraju intelektualnim kapitalom i osnovom ekonomske i ostalih sfera savremenog sveta. U studiji se diskutuje lista savremenih kompetencija usvojenih u evropskim dokumentima i načini kojima bi ista trebala da se operacionalizuje u smislu da bude most ka javnom, poslovnom i obrazovnom sektoru kroz zajedničke definicije i kontekste koji se odnose na najpotrebnije veštine mladih, budućih subjekata u radu nadolazećeg digitalnog doba. Posebna pažnja fokusirana je na nalaze istraživanja načina adekvatne pripreme studenata u smislu načina sticanja znanja i veština u kontekstu savremenih tehnologija i tehnološke pismenosti, korišćenja IKT u istraživačke svrhe, kao i u razvoju kompetencija koje stoje u osnovi kreativnosti. Istraživanja potvrđuju da je manifestovanje osećaja kompetentnosti prvi korak ka motivaciji za dalje usmeravanje ka celoživotnom učenju, samoregulaciji, radi razvoja intelektualnog kapitala, te je to prvi zadatak u usaglašavanju obrazovanja i sveta rada oko značajnih kompetencija i kako ih razvijati.

Ključne reči: intelektualni kapital, IKT kompetencije, korepodencija obrazovanja i sveta rada

Intellectual Capital: the Driving Force of Business Development

This study aims to use the method of discourse to emphasize the list of needs for modern competencies that young people should form during their education as necessary skills in the coming digital age and to look for ways to strengthen the correspondence between education and the world of work, intellectual capital, and the basis of economic and other spheres of the modern world. The study discusses the list of modern competencies adopted in European documents and how they should be operationalised to bridge the gap between the public sector, business, and education through common definitions and contexts related to the most necessary skills of young, future subjects in the coming digital age. Special attention is given to the findings on how to adequately prepare students to acquire knowledge and skills related to modern technologies, technological literacy, the use of ICT for research purposes, and the development of competencies that underlie creativity. Research confirms that a sense of competence is the first step in motivating further orientation towards lifelong learning, self-regulation, and the development of intellectual capital. It is the first task in harmonizing education and the world of work around important competencies and their development.

Keywords: intellectual capital, ICT competencies, correspondence between education and the world of work

Zdravstvena obravnava pacienta – sodelovanje in komuniciranje članov multidisciplinarnega tima z vodstvom

Pri zdravstveni obravnavi pacienta je kot ključno orodje za povezan pristop zdravstvenega osebja do pacienta, do njegovih potreb in za dobro medsebojno sodelovanje osebja, ki izvaja zdravstveno obravnavo, predstavljena klinična pot, ki omogoča načrtovanje procesov zdravstvene obravnave, posodabljanje obravnave pacienta in koordinacijo različnih vlog, oblikuje na pacienta osredotočen multidisciplinarni zdravstveni tim ter določa zaporedja aktivnosti, spodbuja komunikacijo, sodelovanje, povezovanje in preglednost opravljenega dela ter zmanjšuje stroške zdravljenja. Cilj raziskave je bil ugotoviti vpliv komuniciranja članov multidisciplinarnega tima z vodstvom na sodelovanje posameznika v multidisciplinarnem timu za obravnavo pacienta po klinični poti. V splošni bolnišnici je bila izvedena presečna študija treh kliničnih poti – obravnava pacienta s kronično ledvično boleznijo, možgansko kapjo in totalno endoprotezo kolka. Rezultati raziskave so pokazali jasno razlikovanje v komuniciranju med vodstvom oddelka in vodstvom bolnišnice, ugotovljeno pa je bilo tudi, da obstaja šibek vpliv komuniciranja člana multidisciplinarnega tima z vodstvom na sodelovanje posameznika v multidisciplinarnem timu, kar nakazuje potrebo po različnih aktivnostih za spodbujanje kakovostnejšega komuniciranja z vodstvom v multidisciplinarnih timih za obravnavo pacienta po klinični poti.

Ključne besede: klinična pot, multidisciplinarni tim, sodelovanje, komuniciranje, vodstvo

Patient Health Care - Cooperation and Communication of Multidisciplinary Team Members with Management

A clinical pathway is presented as a key tool for the healthcare team's integrated approach to the patient, their needs, and for good collaboration among healthcare professionals. It forms a patient-centred multidisciplinary healthcare team and establishes processes, promotes communication, collaboration, networking, and transparency of the work done, and reduces the cost of care. The purpose of the study was to determine the impact of communication between multidisciplinary team members and management on individual participation in a multidisciplinary team to treat the patient in the clinical setting. A cross-sectional study was conducted across three clinical pathways in a general hospital setting – the treatment of a patient with chronic kidney disease, a stroke, and a total hip arthroplasty. The results of the study showed a significant difference in communication between department management and hospital management, and it was found that there was a weak influence of communication between a member of a multidisciplinary team and management on individual participation in a multidisciplinary team, indicating the need for multidisciplinary teams for the clinical treatment of the patient.

Keywords: clinical pathway, multidisciplinary team, collaboration, communication, leadership

Planiranje kadrov z vidika vodij in zaposlenih v zdravstveni negi

Planiranje kadrov je proces, ki je povezan s politiko izobraževanja in usposabljanja kadra ter s strateškim planiranjem v organizaciji. V zdravstvu neposredno vpliva na zagotavljanje zdravja v populaciji. Človeški viri so prepoznani kot ključni za oskrbo pacientov. Kljub temu je v zdravstvu, planiranju delovne sile in povezovanju strategije z izidi posvečeno malo pozornosti. To se odraža v pomanjkanju kadrov, neustrezni strukturi, nezadovoljstvu, fluktuaciji, absentizmu. Zaradi staranja prebivalstva, novih bolezni in migracij se potrebe na trgu še povečujejo. Zaposleni v zdravstveni negi (ZN) so pomembni za stabilnost zdravstvenih sistemov. Neustrezno opravljena ZN se odraža tako na izidih pri pacientih kot zadovoljstvu in izgorevanju medicinskih sester. Veliko odgovornost nosijo vodje na vseh nivojih menedžmenta ZN. V raziskavi med zaposlenim v ZN, izrednimi študenti magistrskega študija Vzgoja in menedžment v zdravstvu, in nekaterimi na delovnih mestih vodenja v ZN so nas zanimale razlike v stališčih med vodji in zaposlenimi v ZN. Vprašalnik je bil posredovan v obliki spletne ankete. Sodelovanje v raziskavi je bilo prostovoljno, vzorec ni bil reprezentativen. V raziskavi tako vodje kot ostali zaposleni v ZN zaznavajo, da planiranje kadrov v organizaciji vpliva na izvajanje njihovega dela. Zanimiv je bil vidik sodelujočih na vlogo pri planiranju kadra in pomena v organizaciji in zdravstvu. Tako literatura kot sodelujoči v raziskavi razkrivajo večplastnost problema.

Ključne besede: planiranje, kader, vodje, zdravstvena nega

Human Resources Planning from the Perspective of Managers and Employees in Nursing

Human resources (HR) planning is a process politically related to education and training of the population and to strategic planning in the organisation. In health care systems, it directly affects the provision of health. HR are recognised as key to patient care. Nevertheless, little attention has been paid to workforce planning and linking strategy to outcomes. This is reflected in staff shortages, inadequate structure, dissatisfaction, turnover and absenteeism. Due to aging population, new diseases and migrations, more HR is needed in the market. Nurses are important to the stability of health care systems. Poorly delivered nursing care is reflected in both patient outcomes and nurse satisfaction and burnout. Managers have a great responsibility at all levels of nursing management. In a survey of nurses, part-time students in the Master of Science in Education and Management in Healthcare programme, and some in leadership positions, we were interested in differences in attitudes between managers and staff. The questionnaire was provided in the form of online surveys. Participation in the survey was voluntary and the sample was not representative. In the survey, both managers and other nurses perceive that HR planning in an organisation affects the performance of their work. Of the interest was the aspect of participants in the role in HR planning and the importance in the organisation and health care. Both the literature and the participants show how multifaceted the problem is.

Keywords: planning, human resources, managers, nursing

Upravljanje z okoljem na primeru Evropske ekološke mreže Natura 2000

Evropska ekološka mreža Natura 2000 predstavlja varstvo habitatov in vrst z evropskega ozemlja. Njena vloga je preprečevanje izgube biotske raznovrsnosti na evropski ravni v okviru koncepta trajnostnega razvoja na globalni ravni. Obsega približno 20 % evropskega ozemlja. Natura 2000 na evropski ravni predstavlja mrežni model upravljanja z okoljem, medtem ko na državni ravni predstavlja več-nivojski sistem upravljanja z okoljem. Upravljanje z Natura 2000 na lokalni ravni je prav tako del globalnega izziva trajnostnega razvoja. Cilj raziskave je čez literaturni pregled predstaviti prakse upravljanje z okoljem na primeru Nature 2000 tako v Sloveniji kot v drugi evropskih državah.

Ključne besede: Natura 2000, trajnostni razvoj, upravljanje z okoljem

Environmental Management Using the Example of the European Ecological Network Natura 2000

The European ecological network Natura 2000 stands for the protection of habitats and species on European territory. Its role is to prevent the loss of biodiversity at the European level within the concept of sustainable development at the global level. It covers about 20% of the European territory. At the European level, Natura 2000 represents a network model of environmental management, while at the national level it represents a multi-level environmental management system. The management of Natura 2000 at national level is also part of the global challenge of sustainable development. The aim of the research is to present the environmental governance and management practices on the example of Natura 2000 in Slovenia and other European countries through a literature review.

Keywords: Natura 2000, sustainable development, environmental management

Trženje v razmerah covid-19

Pandemija covid-19 je od podjetij zahtevala velike spremembe v načinu poslovanja in v načinu komuniciranja s potrošniki. Mnogim podjetjem v Sloveniji in tudi drugod po svetu je zaradi zaprtja fizičnih prodajaln omogočilo preživetje prav elektronsko poslovanje, ki je postalo neizogibna praksa mnogih podjetij. V raziskovalnem delu smo preučili značilnosti tržnega okolja ter razvoj novih tržnih poti, predvsem spletnega trženja ter vpliv epidemije covid-19 na spletno prodajo. S preučitvijo literature in pregledom podatkovnih baz objavljenih na spletu smo prikazali gibanje prihodkov trgovine na drobno po pošti ali po internetu v Sloveniji v obdobju od leta 2015 do 2020 in ugotovili, da so se le-ti povečali, na kar so v pretežni meri vplivali ukrepi v zvezi z zajezitvijo pandemije kot tudi strah pred okužbo.

Ključne besede: trženje, spletna prodaja, tržno okolje, covid-19

Marketing during the Covid-19 Pandemic

The Covid-19 pandemic required major changes in the way companies do business and communicate with consumers. Electronic commerce enabled many companies in Slovenia and elsewhere in the world to survive due to the closure of physical stores. As a result, e-commerce has become a necessary part of doing business. In the research, we examined the characteristics of the market environment and the development of new marketing channels, especially online marketing, as well as the impact of the Covid-19 epidemic on online sales. By systematically studying published literature and online databases, we tracked the revenue trends of retail by mail or internet in Slovenia in the period from 2015 to 2020. We found that revenues have increased, largely due to pandemic containment measures and fear of infection.

Keywords: marketing, online sales, market environment, Covid-19

Družbena stigmatizacija v času pandemije

Prispevek obravnava zapletenost sodobne družbe in nove karakteristike odnosa med posameznikom, njegovim telesom in družbo, namreč v smeri vse večje težnje po družbenem nadzoru telesa. Z zdravstvenimi težavami med koronakrizo je povezanih širok spekter demografskih in psihosocialnih dejavnikov, ki poudarjajo nekatere ljudi še posebej ranljive za te negativne posledice. Psihiatrična epidemija se pojavlja skupaj s pandemijo covid-19, ki več kot očitno postaja globalni zdravstveni izziv. Empirična raziskava je temeljila na kvantitativni metodi dela, pri čemer je bila uporabljena tehnika anketiranja. Raziskava prikazuje, da je družbena stigmatizacija v času pandemije prisotna zelo pogosto in v veliki meri v vseh družbenih skupinah ljudi, predvsem pri ranljivih skupinah posameznikov. Neprimerna ravnanja posameznika in družbe povzročajo zdravstvena tveganja pri ranljivih skupinah prebivalstva. Ozdravitev obolele osebe zaradi stigme pa je dolgotrajnejša in zahtevnejša kot pri osebi z nalezljivo boleznijo. Zmanjševanje prevalece duševnih motenj in ohranjanje kakovosti življenja posameznikov in celotne družbe je glavni cilj promocije duševnega zdravja.

Ključne besede: družba, stigma, diskriminacija, pandemija, marginalizacija, duševna bolezen

Social Stigma during the Pandemic

This article discusses the complexity of modern society, which introduces new characteristics into the relationship between an individual, their body and society and society's quest for ever more control over the individual's body. Health problems during the Corona crisis are linked to a variety of demographic and psychosocial factors that affect vulnerable people who are particularly susceptible to these negative consequences. The psychiatric epidemic is emerging alongside the Covid-19 pandemic, which has obviously become a global health challenge. The empirical research was based on a quantitative working method, using questionnaires. The research has shown that social stigmatization during the time of the pandemic is highly present in all social groups of people, especially in vulnerable groups of people. Inappropriate behaviour of individuals and society lead to health risks in vulnerable populations. Recovery of individuals suffering from stigma takes longer and is more demanding than recovery from a contagious disease. Reducing the prevalence of mental disorders and maintaining the quality of life of individuals and society as a whole is the main goal of mental health promotion.

Keywords: society, stigma, discrimination, pandemic, marginalisation, mental illness

E-poslovanje in etični heking

Informacijski sistemi obstajajo že toliko časa, kot obstajajo človeške družbe. Nobena oblika organizacije nima obstaja, v kolikor ni informacijskih sistemov. Skozi zgodovino sta se tako razvijali informacijska in komunikacijska tehnologija. E-poslovanje je trženje, nakup in prodaja izdelkov ali storitev po internetu. Obsega celosten splet prodaje izdelkov in storitev od začetka do konca. Orodja e-poslovanja vključujejo računalniške platforme, aplikacije, rešitve, strežnike in druge platforme. Informacijska varnost je praksa varovanja sistemov, omrežij in programov pred digitalnimi napadi. Uspešen pristop zagotavljanja informacijske varnosti vsebuje več ravni zaščite. Informacije in vire je kompleksno ščititi, zato informacijska varnost stremi k zaščiti podatkov. Podatki se ščitijo skozi vse plasti računalniških sistemov. Heking se nanaša na dejavnosti, kateri želijo ogroziti digitalne naprave. Heking ne obstaja samo v zlonamernih oblikah, ampak so tudi dobre prednosti hekinga. Etični heking predstavlja pomembno dejavnost, s katero si organizacije omogočijo dodatno varnost, vpogled v nevarnosti oziroma tveganja. Organizacije s pomočjo vpeljave etičnega hekinga uspejo dodatno zaščititi svoje podatke in informacije pred vdori, je pa za to potrebno precejšnjega predznanja.

Ključne besede: e-poslovanje, tveganja, zakonodaja, heking, etični heking

E-business and Ethical Hacking

Information systems have existed for as long as human societies have existed. There is no form of organisation without information systems. Information and communication technologies have evolved throughout history. E-commerce is marketing, buying and selling of products or services over the Internet. It encompasses the entire end-to-end network of product and service sales. E-commerce tools include computing platforms, applications, solutions, servers and other platforms. Information security is the practice of protecting systems, networks and applications from digital attacks. A successful approach to information security includes several layers of protection. Protecting information and resources is complex, so information security focuses on protecting data. Data is protected by all layers of computer systems. Hacking refers to activities aimed at compromising digital devices. Hacking does not only exist in malicious form, but there are also good sides of hacking. Ethical hacking is an important activity that provides organisations with additional security and insight into threats or risks. By using ethical hacking, organisations are able to further protect their data and information from attacks, but this requires a significant amount of knowledge.

Keywords: e-business, risks, legislation, hacking, ethical hacking

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Upravljanje učenjem u virtuelnom okruženju za vreme pandemije covid-19

Pandemija bolesti covid-19, koja nas je zadesila u prethodnim mesecima, u potpunosti je transformisala naše globalno društvo, izazvala promene u našim rutinama, načinu života, rada, obrazovanja, socijalizacije, okupljanja, kretanja, putovanja. U takvim okolnostima se našao i čitav obrazovni sistem, koji je iz učionica izmešten u virtuelni prostor, na televiziju i internet. Ključni pravac odnosi se na primenu novih tehnoloških dostignuća u obrazovnom procesu, ali i novih metoda u nastavi. S tom promenom, izmenila se i uloga profesora, koji osim predavača treba da bude i motivator, saradnik i savetnik studenata. U okviru rada biće razmatrane i analizirane ključne promene koje su neminovno nastale u obrazovanju pod okolnostima pandemije covid-19, a koje imaju za cilj da se obrazovni sistem transformiše tako da bude u stanju da »isporuči« znanja i veštine, koje će biti potrebne društvu u narednom periodu.

Ključne reči: onlajn obrazovanje, e-učenje, IT revolucija, covid-19, savremeno obrazovanje

Management of Learning in a Virtual Environment during the Covid-19 Pandemic

The Covid-19 pandemic, which we faced in recent months, has completely transformed our global society, altered our daily routines, our social habits, in ways that could potentially redefine the way we live, work, educate, socialize, interact, move and travel. Even the education system is not immune to these new circumstances, having largely moved out of the classroom onto television and the Internet. The key change was the the introduction of new technology into the educational process, as well as the emergence of completely new educational methods. In addition, the role of the educator is changing, who must no longer act primarily as a lecturer, but also as a motivator, companion and advisor to the students. This paper discusses and analyses the key changes in education that have inevitably resulted from the environment of the Covid-19 pandemic. These changes are aimed at transforming the educational system to be able to provide knowledge and skills that will be socially required in the near future.

Keywords: online education, e-learning, IT revolution, Covid-19, contemporary education

Vpliv stresa na delovnem mestu na zadovoljstvo zaposlenih v zdravstveni negi

Preučevanje stresa na delovnem mestu je aktualna tema, saj se zaposleni v zdravstveni negi s stresom pri svojem delu nenehno soočajo. Na delovnem mestu preživimo veliko časa, zato stres, ki se godi na delovnem mestu, ni zanemarljiv. Stres zaposlenim lahko predstavlja izmensko delo/dežurstva, stik z bolnimi in umirajočimi, njihovimi svojci, prilagajanje sodelavcem in podobno. Stres za posameznika lahko pomeni stisko. Stisko, ki jo občuti zaradi različnih dejavnikov in pritiskov, predvsem takrat, ko zahteve delovnega okolja presegajo njegove zmožnosti. Odzivi na stres so različni in kako se nanj odzove sleherni posameznik, je odvisno od njega samega, ali ta dražljaj sprejme kot stresen, neugoden ali pa bo učinek nanj ugoden, spodbujajoč. Namen prispevka je ugotoviti in preučiti, kakšna je pojavnost stresa pri zaposlenih v zdravstveni negi ter njihovo zadovoljstvo z delom.

Ključne besede: stres, zadovoljstvo zaposlenih, stres na delovnem mestu

The Impact of Workplace Stress on Nursing Staff Satisfaction in Health Care

Studying stress in the workplace is a topical issue as nursing staff is constantly exposed to stress in their work. We spend a lot of time at work, so the stress that occurs at work cannot be neglected. Employee stress can include shift work / being on-call, contact with the sick and dying and their relatives, adjusting to co-workers and so on. Stress can mean distress for an individual. The distress the person feels due to various factors and pressures, especially when the demands of the work environment exceed their capabilities. Responses to stress vary and how each individual responds depends on whether they perceive that stimulus as stressful, unfavorable or whether the effect on them is favorable or stimulating. The purpose of this research is to determine and examine the frequency of stress among nursing staff and their job satisfaction.

Keywords: stress, work satisfaction, work stress, nursing

Pomen napredne zdravstvene nege na področju duševnega zdravja v tujini – pregled literature

Kompleksnost in hiter napredek zdravstvenih storitev ter pomanjkanje osebja v sistemu zdravstvene oskrbe je v tujini povzročilo potrebo po dodatnem visoko kvalificiranem kadru. Rešitev je prišla v obliki reform v zdravstveni negi in posledični implementaciji napredne zdravstvene nege – specializacije v zdravstveni negi. Idejna zasnova te reforme je zagotovitev kakovostne, varne in učinkovite zdravstvene oskrbe ter razbremenitev zdravnikov. V raziskavi bo izveden pregled monografske strokovne literature ter znanstvenih člankov na področju implementacije napredne zdravstvene nege in specializacij v duševnem zdravju in psihiatriji v tujini. Sistematični pregled literature bomo opravili v podatkovnih bazah Cumulative Index to Nursing and Allied Health Literature (CINAHL), MEDLINE in PubMed ter Google, učenjak s ključnimi besedami v angleškem jeziku. Dobljene zadetke bomo tabelarično razvrstili ter nato meta sintetizirali (interpretacija in širša razlaga dobljenih podatkov). Pričakujemo, da je implementacija napredne zdravstvene nege in uvedba specializacij imela pretežno pozitivne učinke na zdravstveno oskrbo v duševnem zdravju in psihiatriji. V Sloveniji integracija napredne zdravstvene nege v obstoječi zdravstveni sistem še ni izvedena in trenutno ne uživa večje podpore v širši zdravstveni strokovni javnosti.

Ključne besede: napredna zdravstvena nega v psihiatriji, specializacije v zdravstveni negi, napredek stroke, kompetence

The Importance of Implementing Advanced Nursing Care in Mental Health and Psychiatry Abroad - an Integrative Review of the Literature

The complexity and rapid advancement of healthcare services and the shortage of staff in the healthcare system have created a need for additional highly qualified staff internationally. The solution came in the form of reforms in nursing and the subsequent implementation of advanced nursing care - specialisation in nursing. The idea behind this reform is to ensure high-quality, safe, and efficient health care and to reduce the burden on medical doctors. In this research, we will review monographic peer-reviewed literature and scientific articles on the implementation of advanced nursing practice and specialisations in mental health and psychiatry in international settings. A systematic literature review will be conducted in the Cumulative Index to Nursing and Allied Health Literature (CINAHL), MEDLINE and PubMed, and Google Scholar databases using keywords in English. The results will be summarised in a table and then metasynthesized (interpretation and broader explanation of the data). We expect that the implementation of advanced nursing practice and the introduction of specialisations abroad had a predominantly positive impact on mental health and psychiatric care. In Slovenia, the integration of advanced nursing practice into the existing health care system has not yet been realised and does not currently enjoy substantial support among the broader healthcare professional community.

Keywords: advanced nursing practice in psychiatry, specialisations in nursing, advances in the profession, competencies

Življenjski slog zaposlenih v zdravstveni negi

Ta članek se ukvarja s problematiko življenjskega sloga zaposlenih v zdravstveni negi. Zavedati se je potrebno, da dobro zdravje in počutje zaposlenih bistveno vpliva na kakovost opravljenega dela. Zelo je pomembno, da vsak delodajalec svojemu zaposlenemu zagotovi, da se lahko kakovostno prehranjuje, da ima čas za redno telesno aktivnost in da ni ves čas izpostavljen škodljivemu stresu. Izvedli smo raziskavo s pomočjo anketnega vprašalnika, kjer smo pridobili zaskrbljujoče rezultate, sodelovalo pa je 61 anketirancev. Izvedli smo, da kar 25 % zaposlenih v zdravstveni negi nima malice, kar je izredno velik problem prenatrpanih urnikov, konstantnega dela in pomanjkanja kadra. Zaskrbljujoč je tudi podatek, da kar 60 % zaposlenih pogosto uživa sladkarje in da je 36 % zaposlenih pod stresom vsak dan in le 2 % zaposlenih nikoli. Zanimalo nas je tudi, česa bi si zaposleni v zdravstveni negi najbolj želeli pri svojem delu glede oblik zdravja. Največ glasov, 57 % je dobila trditev izobraževanje iz tem preprečevanja in zmanjševanja stresa. Veliko bi se moralo delati na tem v prihodnje, saj je zdravje zaposlenih zelo pomembno za kakovostno opravljanje dela.

Ključne besede: življenjski slog, stres, zdrava prehrana, dobro počutje

Lifestyle of Nursing Employees

This article deals with the issues of nursing staff lifestyle. It is necessary to realise that the health and well-being of employees have a significant impact on the quality of work performed. It is very important that any employer assures their employees that they can eat well, that they have time for regular physical activity and that they are not constantly exposed to harmful stress. We conducted the survey using a questionnaire, where we received disturbing results. 61 people participated. We learned that up to 25% of nursing staff do not have a snack, which is an extremely big problem with overcrowded schedules, constant work and staff shortages. It is also worrying that up to 60% of employees frequently consume sweets and that 36% of employees are under stress every day and only 2% of employees are never stressed. We were also interested in what nursing staff most want for their jobs in terms of forms of health. The majority of votes, 57%, received the statement education on prevention and stress reduction. A lot should be done here in the future, because the health of employees is very important for the quality of work.

Keywords: lifestyle, stress, healthy food, well-being

Telemedicinska obravnava v času epidemije covid-19 in dostop do osebnega zdravnika

Svetovna zdravstvena organizacija je 30. januarja 2020 zaradi izbruha koronavirusa razglasila izredne razmere. Standardni ukrepi za nadzor nalezljivih bolezni, niso zadostovali za nadzor nad prenosom okužbe pa so številne države uvedle ukrepe, da bi obrnile eksponentne poti rasti epidemije. Pandemija je vse zdravstvene sisteme, bolnišnice in klinike zaradi zagotavljanja oskrbe pacientov, prisilila k hitremu uvajanju zdravstvenih storitev na daljavo. Med epidemijo koronavirusa je telemedicina bila prva obrambna linija zdravnikov. Z raziskavo smo hoteli ugotoviti kako je potekala telemedicinska obravnava onkoloških bolnikov v času pandemije covid 19. Uporabili smo deskriptivno metodo dela, izvedli pa sistematični pregled strokovne in znanstvene literature iz podatkovne baze PubMed. Pregledali smo tudi revijo Onkologija. Vključili smo izključevalne pogoje in sicer, objave od leta 2020 do aprila leta 2022, brezplačna dostopnost člankov v celotnem obsegu, članki samo v angleškem jeziku ter ključne besede: »pandemic covid 19«, »telemedicine«, »satisfaction« in »oncology«. Ugotavljamo, da so kako pacienti tako tudi zaposleni v večini bili zadovoljni z telemedicinsko obravnavo, ki je potekala v času pandemije covid-19.

Ključne besede: pandemija covid 19, telemedicina, zadovoljstvo, onkologija

Telemedicine Treatment of Oncology Patients during the Covid-19 Epidemic

On 30 January 2020, the World Health Organization declared a state of emergency due to an outbreak of coronavirus. Standard measures to control communicable diseases were not enough to control the transmission of the infection, and many countries have introduced measures to reverse the exponential growth pathways of the epidemic. The pandemic has forced all health systems, hospitals and clinics to rapidly introduce remote health services to provide patient care. During the coronavirus epidemic, telemedicine was the first line of defense for physicians. The aim of the research was to find out how the telemedicine treatment of oncology patients took place during the covid 19 pandemic. We used a descriptive method of work and performed a systematic review of professional and scientific literature from the PubMed database. We also reviewed the journal Oncology. We included exclusion conditions, namely, publications from 2020 to April 2022, free availability of articles in full, articles in English only and keywords: "pandemic covid 19", "telemedicine", "satisfaction" and "oncology". We find that both patients and employees are mostly satisfied with the telemedicine treatment that took place during the covid-19 pandemic.

Keywords: pandemic covid 19, telemedicine, satisfaction, oncology

Kazalniki kakovosti in njihova uporaba v zdravstveni negi

Zdravstvena nega je področje, kjer kakovost veliko pomeni. Potrebe svojcev in pacientov se povečujejo skupaj z znanjem, ki ga pridobivamo in naša dolžnost je, da jim zagotavljamo kakovostno zdravstveno obravnavo. Kakovostna zdravstvena nega je pacientova pravica. Kazalniki kakovosti so nam v veliko pomoč pri ocenjevanju našega dela ter pripomoček za vrednotenje in primerjavo. Zaposleni v zdravstveni negi moramo razmišljati o možnih izboljšavah, se med seboj podpirati in spodbujati pri izvajanju strokovne zdravstvene nege ter kazalnike kakovosti uporabljati kot dobrodošel pripomoček, pokazatelj našega truda in ne kot dodatna obremenitev pri delu. Število kazalnikov kakovosti se povečuje. Menim, da gre za koristen pripomoček, ki se bo v prihodnosti uporabljal vse več. Namen prispevka je primerjava kazalnikov kakovosti med SB Brežice in SB Trbovlje kaj delajo v določeni bolnišnici, da so rezultati boljši.

Ključne besede: kazalniki kakovosti, padec iz postelje, preležanine, bolnišnične okužbe

Quality Indicators and Their Use in Nursing

Nursing is a field where quality means a lot. The needs of the patients and their families increase with the knowledge we acquire and it is our duty to provide them with quality medical treatment. Quality nursing care is the patient's right. Quality indicators are very helpful in assessing our work and are a tool for evaluation and comparison. Nursing staff need to think about possible improvements, support and encourage each other in the implementation of professional care and use quality indicators as part of our efforts and not as an additional workload. The number of quality indicators is increasing. I believe that this is a useful tool that will be used more and more in the future. The purpose of this paper is to compare the quality indicators between SB Brežice and SB Trbovlje and find out what they do in a particular hospital to improve the results.

Keywords: quality indicators, fall from bed, bedsores, hospital infections, ime avtorja

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