



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, 16. maj 2024

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

Novo mesto, 16. may 2024



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*GLOBALISATION CHALLENGES AND THE SOCIAL-
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ZBORNİK POVZETKOV

BOOK OF ABSTRACTS

13. mednarodna znanstvena konferenca
13th International Scientific Conference

Novo mesto, 16. maj 2024

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Izdali/Issued by

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University of Novo mesto Faculty of Economics and Informatics

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University of Novo mesto Faculty of Business and Management Sciences

Založila/Published by

Založba Univerze v Novem mestu
University of Novo mesto Press

Uredila/Editor

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Ensitra, Brigita Vogrinec Škraba s. p. – angleški jezik
Za jezikovno kakovost neangleških povzetkov so odgovorni avtorji.
The authors of the non-English abstracts are responsible for the linguistic quality.

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Izdaja/Edition

Elektronska izdaja/Electronic edition

URL naslov: <https://www.zalozba-unm.si/index.php/press/catalog/book/68>

Brezplačna publikacija/Free publication

Izdano/Published at Novo mesto, 2024



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Kataložni zapis o publikaciji (CIP) pripravili v Narodni in univerzitetni knjižnici v Ljubljani

COBISS.SI-ID 196404995

ISBN 978-961-6770-74-3 (PDF)

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Povzetki / *Abstracts*

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Statistika o zadrugah v Sloveniji

Prispevek, tik pred drugim mednarodnim letom zadrug (2025), analizira vrste in razpoložljivost uradnih statističnih podatkov o zadrugah v Sloveniji z vidika mednarodnih Smernic o statistiki zadrug (2018) in novejših poročil o spremljanju razvitosti zadružništva po posameznih državah. Poslovni register Slovenije in javna objava letnih poročil, ki ju vodi Agencija Republike Slovenije za javnopravne evidence in storitve (AJPES), vsebujeta številne podatke o organiziranosti, delovanju in prenehanju zadrug, ki so v veliki meri, a ne v celoti, dostopni brezplačno. Omenjena agencija periodično objavlja tudi zbirne podatke o vpisih in izbrisih zadrug v poslovnem registru ter nekatere ključne kazalce iz letnih poročil zadrug. Za izračun tako imenovanega zadružnega indeksa za Slovenijo bi potrebovali predvsem zbirne podatke o zadružnem članstvu. Ti zbirni podatki (še) niso na voljo, čeprav so zadruge zavezane sporočati podatke o članstvu registrskemu sodiščem in navajati število članov v svojih letnih poročilih. Ključne besede: Slovenija, statistika, zadruge

Statistics on Cooperatives in Slovenia

On the eve of the second International Year of Cooperatives (2025), the paper analyzes the types and availability of official statistical data on cooperatives in Slovenia from the perspective of the international Guidelines concerning Statistics of Cooperatives (2018) and recent reports on monitoring the development of cooperatives in individual countries. The Business Register of Slovenia and the publication of annual reports, managed by the Agency of the Republic of Slovenia for Public Legal Records and Services (AJPES), contain numerous data on the organization, operation and termination of cooperatives, which are largely (but not entirely) accessible free of charge. The aforementioned agency also periodically publishes summary data on entries and deletions of cooperatives in the Business Register, as well as some key indicators from the annual reports of cooperatives. In order to calculate the so-called cooperative index for Slovenia, aggregate data on cooperative membership are needed. This aggregate data are not (yet) available, although cooperatives are obliged to report membership data to the registry courts and to state the number of members in their annual reports. Keywords: Slovenia, statistics, cooperatives

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Vpliv urinske inkontinence na poporodno obdobje

Urinska inkontinenca je stanje, pri katerem pride do nehotenega uhajanja urina, ki ga povzročajo različni dejavniki, kot so stres, starost, porod, povišana telesna masa in oslABLJENE mišice medeničnega dna. Ta težava je izjemno pogosta v poporodnem obdobju, saj se pojavi pri 3 % do 40 % žensk in močno vpliva na njihovo kakovost življenja. Literatura jasno kaže, da ima urinska inkontinenca pomemben negativen vpliv tako na ženske kot tudi na njihove partnerje. Zaradi strahu pred uhajanjem urina med spolnimi odnosi se ženske pogosto izogibajo intimnosti ali zmanjšajo pogostost spolnih odnosov, kar lahko povzroči občutke tesnobe, sramu, krivde in nižjo samozavest. Poleg tega urinska inkontinenca vpliva na socialno in ekonomsko dinamiko ženskega življenja. Ženske se zaradi težav z neprijetnim vonjem in mokrimi oblačili pogosto izogibajo družabnim aktivnostim ali se celo socialno izolirajo. To prinaša dodatne stroške za higienske izdelke, kot so blazinice, ter zahteva dodatno poostreno skrb za kožo. Pojav urinske inkontinence zahteva prilagoditve v življenjskem slogu ženske ter večjo potrebo po podpori, še posebej pri partnerju. Zdravstveni delavci imajo pomembno vlogo pri svetovanju in zagotavljanju strokovne pomoči ženskam, ki se soočajo s to težavo. Kljub temu se o težavah v spolnosti premalo govori, zato bi bilo koristno spodbujati odprto komunikacijo med ženskami, njihovimi partnerji in zdravstvenimi strokovnjaki že ob prvih znakih urinske inkontinence. Ključne besede: urinska inkontinenca, spolnost, kakovost življenja, duševno zdravje

Influence of Urinary Incontinence on the Postpartum Period

Urinary incontinence is a condition characterized by involuntary leakage of urine, caused by various factors such as stress, age, childbirth, increased body weight, and weakened pelvic floor muscles. This problem is highly prevalent during the postpartum period, affecting 3 to 40% of women and significantly impacting their quality of life. Literature clearly demonstrates that urinary incontinence has a substantial negative impact on both women and their partners. Due to fear of urine leakage during sexual intercourse, women often avoid intimacy or reduce the frequency of sexual activity, leading to feelings of anxiety, shame, guilt, and lower self-esteem. Additionally, urinary incontinence affects the social and economic dynamics of women's lives. Women may avoid social activities due to concerns about odor and wet clothing, leading to social isolation. This incurs additional costs for hygiene products like pads and requires increased skin care. The occurrence of urinary incontinence necessitates lifestyle adjustments and increased need for support, especially from partners. Healthcare professionals play a crucial role in advising and providing expert assistance to women facing this issue. However, discussions about sexual issues related to urinary incontinence are often insufficient. Therefore, promoting open communication among women, their partners, and healthcare professionals at the first signs of urinary incontinence is beneficial.

Keywords: urinary incontinence, sexuality, quality of life, mental health

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Prenehanje podjetja in družbena odgovornost

Članek obravnava prostovoljno prenehanje podjetja z vidika načel družbene odgovornosti. Pri tem izhaja iz dejstva, da podjetje nima lastnika, vlagatelji kapitala so samo lastniki vloženih deležev. Ustanovljeno podjetje je družbeno odgovorno, zato lastniki kapitala sami ne bi smeli imeti pravice odločati o prenehanju podjetja. Avtor obravnava to področje s pravnega in ekonomskega vidika. Ugotavlja, da je dodana vrednost v podjetju temeljni izraz izvajanja njegovega poslanstva in družbene odgovornosti. Zato bi morali o prenehanju podjetja odločati deležniki, ki jim dodana vrednost pripada. Temu primerno mora država vzpostaviti ustrezen pravni red in uzakoniti proces prenehanja podjetij.

Ključne besede: prenehanje podjetja, družbena odgovornost, dodana vrednost, Zakon o gospodarskih družbah, deležniki

Termination of a Company

The article deals with the voluntary termination of a company from the point of view of the principles of social responsibility. This is based on the fact that the company has no owner, as the capital investors are only the owners of the invested shares. The established company is socially responsible, so the capital owners themselves should not have the right to decide on the termination of the company. The author deals with this topic from a legal and economic point of view. He finds that the company's added value is a fundamental expression of the implementation of its mission and social responsibility. Therefore, the termination of the company should be decided by the stakeholders to whom the added value belongs. Accordingly, the state must establish an appropriate legal order and legislate the process of winding up companies.

Keywords: termination of a company, social responsibility, added value, Companies Act, stakeholders

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Model za reformu sustava visokog obrazovanja u Bosni i Hercegovini temeljen na načelima makro-upravljanja

Bosna i Hercegovina jedna je od najnerazvijenijih zemalja u Europi u sektoru visokog obrazovanja, ali i općenito znanstvenih istraživanja i inovacija. S obzirom na razuđen pravni sustav (12 nadležnih obrazovnih vlasti), neujednačenost akademskih, znanstvenih i obrazovnih standarda, neučinkovitost nadležnih institucija, vrlo slabu autonomiju sveučilišta i visoki stupanj korupcije u visokom obrazovanju, više je nego jasno iskazana potreba za temeljitim zaokretom u razvoju visokog obrazovanja u BiH. Dosadašnji pokušaji i modeli upravljanja pokazali su se potpuno neučinkovitim. Ova kratka studija pokazuje da je ključni problem za postizanje uspješnosti razvoja visokog obrazovanja nedostatak makro perspektive, a na temelju obrađenih dostupnih podataka u zaključku se postavlja mogući model za reformu sustava visokog obrazovanja u Bosni i Hercegovini.

Ključne riječi: Bosna i Hercegovina, visoko obrazovanje, reforma, makro management

A Model for the Reform of the Higher Education System in Bosnia and Herzegovina Based on the Principles of Macro Management

Bosnia and Herzegovina is one of the most underdeveloped countries in Europe in the sector of higher education, but also in scientific research and innovation in general. Considering the fragmented legal system (12 competent educational authorities), the unevenness of academic, scientific and educational standards, the ineffectiveness of competent institutions, the very weak autonomy of universities and the high level of corruption in higher education, the need for a thorough turnaround in the development of higher education is clearly evident in BiH. Previous attempts and management models have proven to be completely ineffective. This short study shows that the key problem for achieving successful development of higher education is the lack of a macro perspective. Based on the processed available data, a possible model for the reform of the higher education system in Bosnia and Herzegovina is proposed in the conclusion. Keywords: Bosnia and Herzegovina, higher education, reform, macro management

Digitalizacija poslovnih procesov v podjetjih

Podjetništvo je nenehno spreminjanje in posledično zahteva veliko mero ustvarjalnosti, prilagodljivosti in vztrajnosti podjetnikov, da se skupaj s svojo poslovno idejo venomer razvijajo, prilagajajo ter soočajo z novimi izzivi. Je proces, kjer se iz idej razvija nove vrednosti in priložnosti za trg. Sodobni podjetniki so ves čas pripravljeni na novosti. V poslovnem svetu morajo biti fleksibilni, proaktivni in učinkoviti. Pri svojem delovanju se srečujejo z mnogimi tveganji, med drugimi so to finančna, psihična, pravna in družbena tveganja. Izzive pa jim danes predstavljajo tudi vodenje timov, upravljanje s časom in navsezadnje soočanje z vedno večjo konkurenco. Posebno področje izzivov današnjega časa pa je digitalizacija poslovnih procesov, brez nje je namreč vedno težje slediti trendom in biti odziven. Vpeljava digitalizacije v podjetje poteka preko različnih projektov digitalne transformacije, ki se jih prilagodi vsakemu podjetju posebej. Prav proces digitalizacije poslovnih procesov je tema našega prispevka. V empiričnem delu prispevka predstavljamo izsledke raziskave o digitalizaciji v slovenskih podjetjih. Z njo ugotavljamo, v kolikšni meri so njihovi poslovni procesi digitalizirani. Zanima nas tudi, kako pomembna za uspeh na trgu je oziroma je bila zanje vpeljava digitalizacije in ali se zavedajo prednosti, ki jih prinaša.

Ključne besede: digitalizacija, obdelovanje podatkov, poslovni procesi, projektno delo

Digitalization of Business Processes in Companies

Entrepreneurship is constantly changing and as a result requires a great deal of creativity, adaptability and perseverance from entrepreneurs to constantly develop, adapt, and face new challenges with their business idea. It is a process where ideas are transformed into new values and market opportunities. Modern entrepreneurs are always ready for changes. They must be flexible, proactive and efficient in the business world. In their work, they encounter many risks, including financial, psychological, legal and social. Challenges today also include team leadership, time management and, ultimately, dealing with increasing competition. A special kind of challenge in today's time is the digitalization of business processes, as it is becoming increasingly difficult to keep up with trends and be responsive without it. The implementation of digitalization into a company occurs through various digital transformation projects, which are adapted to each company individually. The process of digitalizing business processes is the topic of our paper. In the empirical part of the article, we present the findings of a survey on digitalization in Slovenian companies. With it, we determine the extent to which their business processes are digitalized. We are also interested in how important the introduction of digitalization is or was for their success on the market and whether they are aware of the advantages it brings.

Keywords: digitalization, data processing, business processes, project work

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Strateške investicije v luči njihove dinamike in financiranja: primer slovenskih podjetij v obdobju 2010–2017

Avtor v svojem prispevku prikazuje, kako podjetja v realnem sektorju gospodarstva izvajajo svojo investicijsko dejavnost, predvsem kako investirajo v dolgoročna sredstva tako v pogledu dinamike investiranja kot v pogledu financiranja investicij, pri čimer je poudarek na strateških investicijah. To je tudi osnovni namen njegove raziskave. V teoretičnem delu tega prispevka avtor predstavi določene zakonitosti, ki veljajo na področju investicijske dejavnosti. V empiričnem delu prispevka, kjer avtor izbere vzorec slovenskih velikih in srednje velikih podjetij v realnem sektorju gospodarstva, je prikazana investicijska dejavnost podjetij v času 2010–2017, tj. po veliki finančni krizi in gospodarski recesiji. Prikaže jo skozi prizmo različnih dejavnikov, ki vplivajo na njihovo investicijsko sposobnost. Avtor postavi več raziskovalnih hipotez (8), ki jih s svojo raziskavo tudi v celoti potrdi.

Ključne besede: strateške investicije, dinamika investiranja, financiranje investicij, motivi za investiranje, investicijska sposobnost

Strategic Investments in the Light of Their Dynamics and Financing: The Case of Slovenian Companies in the Period from 2010 to 2017

In his paper, the author shows how companies in the real sector of the economy carry out their investment activities, especially how they invest in long-term assets both in terms of investment dynamics and in terms of investment financing, with an emphasis on strategic investments. This is also the basic purpose of his research. In the theoretical part of the paper, the author presents certain laws that apply in the field of investment activity. In the empirical part of the paper, where the author selects a sample of Slovenian large and medium-sized companies in the real sector of the economy, the investment activity of companies in the period from 2010 to 2017 is shown, i.e., after the great financial crisis and economic recession. It is shown through the lens of various factors that affect their investment ability. The author puts forward several research hypotheses (8), which he fully confirms with his research.

Keywords: strategic investments, dynamics of investing, financing of investments, motivations for investing, investment ability

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Analiza obvladovanja stroškov v zdravstvenih domovih

Delež bruto domačega proizvoda (BDP) za zdravstvo v državah članicah OECD je med letoma 1970 in 2016 naraščal, in sicer s 4,6 % na 9,0 %. Čeprav je bila rast začasno upočasnjena med javnofinančno krizo, se je zdaj ponovno pospešila, kar je predvsem posledica staranja prebivalstva, tehnološkega napredka, višjih dohodkov ter večje rasti plač. Večino izdatkov za zdravstvo financirajo javni viri, vendar omejitve teh sredstev ustvarjajo pritisk na javne proračune, kar lahko vodi k povečanju bremena na drugih področjih, kot sta izobraževanje in infrastruktura. Ob tem politika razmišlja o omejitvah stroškov zdravstvenega varstva. Poleg finančnih izzivov se zdravstveni sektor sooča z izzivi v informacijski tehnologiji, saj ima v primerjavi z drugimi sektorji še vedno relativno slab informacijski sistem. To poudarja potrebo po izboljšavah v tem pogledu. Zdravstvene organizacije se morajo boriti z nenehnimi spremembami, vključno s posledicami pandemije, gospodarskimi turbulencami in povečanimi pritiski na financiranje. Stalne strategije omejevanja stroškov so nujne za dolgoročno vzdržnost zdravstvenih storitev.

Ključne besede: financiranje zdravstva, izzivi informacijske tehnologije, strategije omejevanja stroškov

Analysis of Cost Management in Healthcare Facilities

The share of gross domestic product (GDP) allocated to health care in OECD member countries increased from 4.6% to 9.0% between 1970 and 2016. Although growth was temporarily slowed during the public finance crisis, it has since accelerated again, primarily due to population aging, technological advancements, higher incomes, and increased wage growth. While most healthcare expenditures are funded by public sources, constraints on these funds create pressure on public budgets, potentially leading to increased burdens on other sectors such as education and infrastructure. In response, policymakers are considering cost containment measures within health care. Besides financial challenges, the healthcare sector faces issues in information technology, as it still has a relatively weak information system compared to other sectors. This underscores the need for improvements in this area. Healthcare organizations must contend with ongoing changes, including the repercussions of pandemics, economic turbulence, and heightened funding pressures. Continuous cost-containment strategies are essential for the long-term sustainability of healthcare services.

Keywords: healthcare financing, challenges of information technology, cost containment strategies

Vrednotenje napredka pri doseganju ciljev trajnostnega razvoja: primerjalna analiza

Raziskava se nanaša na raziskovanje napredka pri izpolnjevanju ciljev trajnostnega razvoja Združenih narodov (SDG) na nacionalni ravni s poudarkom na Sloveniji, primerjavi z drugimi evropskimi državami in globalno pokrajino. Z uporabo podatkov iz let 2022 in 2023 za 43 držav, pridobljenih iz prispevkov 3690 nacionalnih strokovnjakov, ocenjujemo napredek na področjih, ki so ključnega pomena za trajnostni razvoj, vključno z družbenim prispevkom, družbeno odgovornostjo, interesi vlagateljev, gospodarskimi priložnostmi za manjšinske skupine, okoljsko ozaveščenimi praksami, energijo učinkovitost, nacionalne kulturne vrednote v smeri trajnosti, poslovne dejavnosti, usklajene s cilji trajnostnega razvoja, in vladna podpora podjetjem, osredotočenim na trajnost. Ocena zajema dvanajst ključnih vidikov, merjenih na lestvici od 0 do 10, da se ugotovi, v kolikšni meri so nova in rastoča podjetja ter širše poslovno in politično okolje usklajeni s cilji trajnostnega razvoja. Glavni cilj je identificirati trende, dosežke in področja za izboljšave pri vključevanju ciljev trajnostnega razvoja v poslovanje in okvir politike. Raziskovalne metode vključujejo kvantitativno analizo podatkovne baze GEM (Global Entrepreneurship Monitor, največja svetovna študija podjetništva), primerjalno statistično analizo in vrednotenje trendov, ki zagotavljajo celovit pregled napredka, doseženega od leta 2022 do 2023. Raziskava prinaša vpogled v nacionalna in globalna prizadevanja za trajnostno prihodnost.

Ključne besede: cilji trajnostnega razvoja, podjetništvo, okoljska trajnost, Globalni podjetniški monitor (GEM), primerjalna analiza

Evaluating Progress in Achieving the UN's Sustainable Development Goals: A Comparative Analysis

The study aims to explore the progress in fulfilling the United Nations' Sustainable Development Goals (SDGs) at the national level, with a focus on Slovenia, on a comparison with other European countries, and on the global landscape. Using data from 2022 and 2023 for 43 countries, sourced from the contributions of 3,690 national experts, we assess progress in areas critical to sustainable development, including social contribution, social responsibility, investor interests, economic opportunities for minority groups, environmentally conscious practices, energy efficiency, national cultural values towards sustainability, SDG-aligned business activities, and government support for sustainability-focused businesses. The assessment covers twelve key aspects, measured on a scale of 0 to 10, to determine the extent to which new and growing companies and the broader business and political environment are aligned with the SDGs. The main objective is to identify trends, achievements, and areas for improvement in the integration of the SDGs into business operations and the policy framework. Research methods include a quantitative analysis of the GEM database (Global Entrepreneurship Monitor, the world's foremost study of entrepreneurship), a comparative statistical analysis, and trend evaluation to provide a comprehensive overview of the progress made from 2022 to 2023. The research provides insights into national and global efforts for a sustainable future.

Keywords: Sustainable Development Goals, entrepreneurship, environmental sustainability, Global Entrepreneurship Monitor (GEM), comparative analysis

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Splošna bolnišnica Novo mesto

Menedžment in trajnostni razvoj

Učinkovit menedžment je ključnega pomena za uspeh vsake organizacije, saj postavlja temelje celotnemu poslovanju. Kot širok koncept zajema načrtovanje, organiziranje, usmerjanje in nadzorovanje virov organizacije za doseganje zastavljenih ciljev. Poleg tega vključuje učinkovito vodenje ljudi, upravljanje s časom, viri in procesi ter prilagajanje organizacije nenehnim spremembam v okolju. Pomembna komponenta vseh organizacij je tudi strateški menedžment, ki je usmerjen v oblikovanje in izvajanje dolgoročnih strategij. V sodobnem času, ki prinaša številne izzive na področju trajnosti, je naloga menedžmenta najti ravnovesje med zelenimi gospodarskimi cilji in potencialno okoljsko nevarnostjo. Eden od ciljev Agende 2030 za trajnostni razvoj, ki ga je sprejela Organizacija Združenih narodov, je sprejeti nujne ukrepe za boj proti podnebnim spremembam in njihovim posledicam. V prispevku se v teoretičnem delu osredotočimo na pojem menedžmenta v kontekstu trajnostnega razvoja, kar zahteva odgovornost do okolja, skupnosti in prihodnjih generacij ter spodbuja uporabo obnovljivih virov energije in zmanjšanje emisij toplogrednih plinov. V empiričnem delu smo na podlagi statističnih podatkov analizirali dinamiko števila prebivalcev baby boom generacije, avtomobilov in izpustov CO₂ v Sloveniji od leta 2011 do 2021. S tem smo se osredotočili na trende in njihove potencialne vplive na okolje in gospodarstvo.

Ključne besede: menedžment, trajnostni razvoj, podnebne spremembe, toplogredni plini, emisije

Management and Sustainable Development

Effective management is crucial for the success of any organisation, as it lays the foundations for the entire business. As a broad concept, it encompasses planning, organising, directing and controlling the organisation's resources to achieve its goals. It also includes effective people management, time, resource and process management, and adapting the organisation to the constant changes in the environment. Strategic management is also an important component of all organisations, focusing on the formulation and implementation of long-term strategies. In modern times, which bring many challenges in the field of sustainability, the task of management is to find a balance between the desired economic goals and the potential environmental hazards. One of the goals of the 2030 Agenda for Sustainable Development, adopted by the United Nations, is to take urgent action to combat climate change and its consequences. In the theoretical part of the research, we focus on the concept of management in the context of sustainable development, which requires responsibility towards the environment, communities and future generations, and promotes the use of renewable energy sources and the reduction of greenhouse gas emissions. In the empirical part, we analysed the dynamics of the baby boom population, cars, and CO₂ emissions in Slovenia from 2011 to 2021 based on statistical data. With this, we focused on trends and their potential impacts on the environment and the economy.

Keywords: management, sustainable development, climate change, greenhouse gases, emissions

Integracija informacijskih sistemov

Povezovanje informacijskih sistemov ali krajše integracija je izredno pomemben proces, katerega rezultat je uspešna informacijska povezava dveh ali več informacijskih sistemov. Povezani informacijski sistemi se lahko nahajajo znotraj organizacije, v poslovnem svetu velikokrat povezujemo tudi informacijske sisteme med različnimi organizacijami oziroma podjetji. Na kratko lahko rečemo, da ustvarjamo razširjen informacijski sistem. V članku obdelamo namene in vzroke takšnega povezovanja. Podali bomo razlike med integracijo sistemov ter med integracijo podatkov. Pregledali bomo, kakšne so prednosti povezovanja sistemov od povečane produktivnosti, bolj učinkovite podpore pri odločanju in optimizacija obstoječih procesov. Kot vsaka stvar tudi integracija informacijskih sistemov prinaša mnoge težave in izzive, ki jih je treba upoštevati, če želimo izvesti varno in učinkovito integracijo. Podali bomo najpogostejše izzive, s katerimi se soočamo pri uvedbi integracije sistemov, ter podali morebitne rešitve, kako te izzive odpraviti ali se jim izogniti. Zelo pomemben korak pri uvedbi sistemske integracije je mapiranje podatkov. Na podlagi primerov dobre prakse bomo pregledali pomembne korake pri mapiranju podatkov.

Ključne besede: integracija, informacijski sistemi, mapiranje podatkov, povezljivost

Integration of Information Systems

The connecting of information systems, or integration for short, is an extremely important process, the result of which is the successful connection of two or more information systems. Connected information systems can be located within organizations, but in the business world we often connect information systems between different organizations or companies. In short, we can say that we create an extended information system. In the article, we discuss the purposes and causes of system integration. We will describe the differences between system integration and data integration. We will examine the advantages of system integration, ranging from increased productivity, more effective decision-making support, and optimization of existing processes. Like everything, the integration of information systems brings with it many problems and challenges that must be taken into account if we want to implement a safe and effective integration. We will list the most common challenges we face when implementing system integration, and provide possible solutions to eliminate or avoid these challenges. A very important step in implementing system integration is data mapping. Based on examples of good practice, we will review the important steps in data mapping.

Keywords: integration, information systems, data mapping, connectivity

Vpliv geopolitičnih razmer na finančni položaj držav G20

Februarja 2022 se je svetovna politična javnost soočila z izbruhom rusko-ukrajinskega konflikta. Cilj tega prispevka je analizirati spremembo finančnega položaja držav G20 od začetka rusko-ukrajinskega konflikta do danes, ki jo kažejo vrednosti makroekonomskih spremenljivk. Na podlagi vrednosti izbranih makroekonomskih spremenljivk bomo vse države G20 razvrstili v dve skupini, in sicer v prvo skupino, pri katerih so se vrednosti makroekonomskih spremenljivk izboljšale, kar pomeni, da se je njihov finančni položaj izboljšal, in v drugo skupino držav, pri katerih so se vrednosti makroekonomskih spremenljivk poslabšale, kar pomeni, da se je njihov finančni položaj poslabšal. V raziskavi bomo upoštevali vrednosti izbranih makroekonomskih spremenljivk konec 2021 (najbližji časovni presek po začetku rusko-ukrajinskega konflikta) in konec 2022 (zadnji razpoložljivi podatki v času pisanja te raziskave). Države G20 bomo v dve skupini razvrstili postopoma. Najprej bomo s pomočjo faktorjske analize vse izbrane makroekonomske spremenljivke razvrstili v glavne skupne faktorje, ki bodo kazali sintetične makroekonomske lastnosti držav, nato pa bomo za vsak glavni skupni faktor izračunali razliko v vrednosti med letoma 2021 in 2022. Na podlagi izračunanih razlik bomo s pomočjo metode nehierarhičnega razvrščanja vse države G20 razvrstili v prej opisani dve skupini držav. Nato bomo ugotavljali, katerim državam rusko-ukrajinski konflikt prinaša finančno korist in katerim državam rusko-ukrajinski konflikt prinaša finančno izgubo.

Ključne besede: G20, rusko-ukrajinski konflikt, makroekonomske spremenljivke, faktorjska analiza, nehierarhično razvrščanje držav v skupine, finančna korist držav

The Impact of Geopolitical Conditions on the Financial Position of G20 Countries

In February 2022, the global political arena was faced with the outbreak of the Russian-Ukrainian conflict. The aim of the paper is to analyze the change in the financial position of G20 countries from the beginning of the Russian-Ukrainian conflict to the present, which is shown by the values of macroeconomic variables. Based on the values of selected macroeconomic variables, we will classify all G20 countries into two groups; the first group will include countries where the values of the macroeconomic variables have improved, which means that their financial position has improved, while the second group will include countries where the values of macroeconomic variables have worsened, which means that their financial position has worsened too. In the research, we will take into account the values of the selected macroeconomic variables at the end of 2021 (the closest cut-off time to the beginning of the Russian-Ukrainian conflict) and at the end of 2022 (the last available data at the time of writing this research). We will classify G20 countries into two groups gradually. First, with the help of factor analysis, we will classify all selected macroeconomic variables into principal components that will show the synthetic macroeconomic characteristics of countries. Then we will calculate the difference in values between 2022 and 2021 for each principal component. Based on the calculated differences and with the method of non-hierarchical clustering, we will then classify all G20 countries into the two groups of countries described earlier. Then we will determine to which countries the Russian-Ukrainian conflict brings financial benefit, and to which countries the Russian-Ukrainian conflict brings financial loss.

Keywords: G20, Russian-Ukrainian conflict, macroeconomic variables, factor analysis, non-hierarchical clustering of countries, financial benefit of countries

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Biro bonus, računovodsko podjetje d. o. o., Novo mesto

Računovodske informacije in odločanje slovenskih podjetij in računovodskih servisov

Računovodske informacije omogočajo podjetjem doseganje poslovne odličnosti in preišljene strateške in operativne odločitve. Takšne informacije podajo končne rezultate, ki jih beležimo v raznih letnih in medletnih poročilih, poročilih namenjenih poslovodstvu in nenazadnje sami analizi doseženih rezultatov. Pravzaprav te informacije podjetjem predstavljajo nekakšno oporo pri soočanju z negotovimi razmerami oziroma s prilagajanjem razmeram na trgu. Torej, da se lahko ustrezno odločimo, uporabimo računovodske informacije, ki so nam na voljo. Odločevalci lahko računovodske informacije uporabijo tudi za primerjave s konkurenčnimi podjetji, panogo, planom, preteklim obdobjem in podobno. V prispevku predstavimo računovodske informacije, uporabnike teh informacij in računovodska poročila, ki jih uporabljamo za razna odločanja pri poslovanju. V nadaljevanju predstavimo tudi poslovno odločanje in na koncu znatno povezavo med pojmom. Kajti kot smo že omenili so računovodske informacije ene izmed osnovnih vsebin pri poslovnem odločanju. V prispevku tako predstavimo rezultate ankete, katere anketiranci so bili računovodje v velikih, srednje velikih in malih podjetjih ter računovodskih servisih. S tem nekako proučujemo rezultate, ki nam pokažejo kakšno težo predstavljajo računovodske informacije. Pravzaprav ugotavljamo, katerim računovodskim informacijam se je potrebno bolj posvetiti in koliko časa temu nameniti. Ključne besede: računovodske informacije, poslovno odločanje, anketiranje, računovodski servisi, računovodje

Accounting Information and Decision Making of Slovenian Companies and Accounting Services

Accounting information enables companies to achieve business excellence and make informed strategic and operational decisions. Such information provides final results, which are recorded in various annual and interim reports, in management reports and, last but not least, in the analysis of the results achieved. In fact, this information provides a kind of support for companies in coping with uncertain conditions or in adapting to market conditions. Therefore, in order to make an appropriate decision, we use the accounting information available to us. Decision makers can also use the accounting information for comparisons with competitors, the industry, plan, previous period, and the like. In the paper we present the accounting information, the users of this information, and the accounting reports that we use for various business decisions. Afterwards, we will also present business decision making and, finally, the significant connection between the concepts. As mentioned above, accounting information is one of the most important aspects of business decision making. In the paper we present the results of a survey conducted among accountants in large, medium-sized and small companies and accounting services. The results of the survey show us the weight of accounting information. In fact, we determine which piece of accounting information should be given more attention and how much time should be devoted to it.

Keywords: accounting information, business decision making, surveying, accounting services, accountants

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Vloga mobilnega paliativnega tima v paliativni oskrbi

Paliativna oskrba v Sloveniji se izvaja v različnih ustanovah, vendar pogosto presega zmogljivosti kadra. Glavni cilj paliativne oskrbe je omogočiti bolnikom čim višjo kakovost življenja kljub neozdravljivim boleznim. Na srečo imamo v Sloveniji kar dobro razvito mrežo paliativne oskrbe, ki seže tudi izven okvirjev bolnišnic. S širjenjem mreže paliativne oskrbe se izboljšuje kakovost obravnave bolnikov, kar vodi do znatnega izboljšanja bolnikovega zdravstvenega stanja. To pa omogoča, da je oskrba bolnika v paliativni obravnavi sprejemljiva tudi za njegove bližnje. Mobilni paliativni timi s svojim delovanjem prispevajo k zmanjšanju nepotrebnih sprejemov v bolnišnice in uporabe zdravstvenih storitev, predvsem pa pomembno vplivajo na zagotavljanje čim višje kakovosti življenja bolnikov. V paliativni oskrbi je ključnega pomena, da bolniki in njihovi svojci dobijo podporo pri lajšanju simptomov ter sprejemanju neozdravljivih bolezni.

Ključne besede: paliativna oskrba, mobilni paliativni tim

The Role of the Mobile Palliative Team in Palliative Care

Palliative care in Slovenia is provided in a variety of institutions, but often exceeds staff capacity. The main goal of palliative care is to enable patients to have the highest possible quality of life despite terminal illnesses. Fortunately, Slovenia has a fairly well-developed palliative-care network that extends beyond hospitals. By expanding the palliative-care network, the quality of care for patients is improved, leading to a significant improvement in the patient's health status. This in turn makes palliative care acceptable for the patient's loved ones. Mobile palliative-care teams contribute to reducing unnecessary hospital admissions and the use of healthcare services and, above all, have an important impact on maximising the quality of life of patients. In palliative care, it is crucial that patients and their relatives are supported in relieving symptoms and accepting terminal illnesses.

Keywords: palliative care, mobile palliative-care unit

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Pričakovanja pacientov o spletni aplikaciji za telerehabilitacijo

V raziskavi smo se osredotočili na pričakovanja pacientov z osteoartritisom kolena do spletne aplikacije za telerehabilitacijo, kar predstavlja pomembno smer v razvoju sodobne fizioterapevtske obravnave. S pomočjo anketnega vprašalnika smo zbrali podatke od pacientov z osteoartritisom kolena, ki so izrazili svoje mnenje o ključnih funkcionalnostih, ki bi jih želeli videti v takšni aplikaciji, ter o morebitnih pomislekih in pričakovanjih glede njene uporabe. Analiza rezultatov je pokazala, da si pacienti najbolj želijo individualno prilagojene vadbene programe, ki temeljijo na njihovem trenutnem stanju in napredku. Poudarek na interaktivnosti, s pomočjo video vodičev in povratnih informacij od fizioterapevtov, je bil označen kot ključen za vzdrževanje motivacije. Raziskava razkriva, da so pričakovanja pacientov osredotočena na personalizacijo in interaktivnost, kar nakazuje na potrebo po razvoju uporabniku prijaznih, varnih in učinkovitih telerehabilitacijskih orodij. Ti rezultati lahko služijo kot uporaben vpogled za razvijalce in strokovnjake v zdravstvenem sektorju pri oblikovanju prihodnjih digitalnih rešitev za obravnavo osteoartritisa kolena.

Ključne besede: spletna aplikacija, telerehabilitacija, pacienti z osteoartritisom kolena

Patients' Expectations of a Web Application for Telerehabilitation

The study focuses on the expectations of patients with knee osteoarthritis in relation to a web application for telerehabilitation, which represents an important direction in the development of modern physiotherapy treatments. Using a questionnaire, we collected data from patients with knee osteoarthritis who shared their opinions on the main features they would like to see in such an application, as well as their concerns and expectations regarding its use. The analysis of the results showed that patients primarily want individually tailored training programmes based on their current condition and progress. The emphasis on interactivity through video instructions and feedback from physiotherapists was identified as crucial for maintaining motivation. The study shows that patient expectations are focused on personalization and interactivity, pointing to the need for the development of user-friendly, safe, and effective telerehabilitation tools. These results can serve as valuable insights for developers and healthcare professionals when designing future digital solutions for the treatment of knee osteoarthritis.

Keywords: web application, telerehabilitation, patients with knee osteoarthritis

Izzivi računovodij v sodobnem času

V sodobnem poslovnem okolju se računovodje srečujejo z izzivi, ki zahtevajo prilagoditev in inovativne pristope za učinkovito delovanje. Eden glavnih izzivov, s katerim se soočajo, je obvladovanje povečanega obsega podatkov in informacij. Z razvojem tehnologije in digitalizacijo poslovanja se je količina podatkov, ki jih morajo obdelati, eksponentno povečala. To zahteva uporabo specializiranih orodij in pristopov za učinkovito analizo in interpretacijo podatkov, ki pa pogosto predstavljajo dodaten izziv za računovodje. Poleg tega se računovodje soočajo z različnimi drugimi izzivi, kot so pravilno beleženje digitalnih transakcij, zagotavljanje skladnosti s predpisi ter prilagajanje poslovnih procesov nenehnim spremembam v digitalnem okolju. Vse to zahteva ne le tehnično znanje, ampak tudi sposobnost prilagajanja in hitrega odzivanja na nove izzive. V odgovor na te izzive se računovodje obrnejo k različnim pristopom za obvladovanje povečanega obsega podatkov in informacij. To lahko vključuje uvajanje specializirane programske opreme za avtomatizacijo rutinskih nalog, izboljšanje komunikacije znotraj podjetja ter nenehno izobraževanje in razvoj strokovnih veščin. Poleg tega je pomembno tudi sodelovanje s strankami in drugimi deležniki v digitalnem okolju. Računovodje morajo vzpostaviti učinkovite komunikacijske kanale in zagotoviti, da so stranke in drugi deležniki ustrezno informirani in vključeni v procese računovodskega dela.

Ključne besede: računovodje, digitalizacija, obvladovanje podatkov, prilagajanje, komunikacija, strokovne veščine

Accountants' Challenges in Modern Times

In the modern business environment, accountants face challenges that demand adaptation and innovative approaches for efficient operation. One of the main challenges they encounter is managing the increased volume of data and information. With the advancement of technology and the digitalization of business, the quantity of data they must process has exponentially grown. This necessitates the use of specialized tools and approaches for effective data analysis and interpretation, often presenting an additional challenge for accountants. Furthermore, accountants face various other challenges, such as accurately recording digital transactions, ensuring compliance with regulations, and adapting business processes to the constant changes in the digital environment. All of this requires not only technical knowledge but also the ability to adapt and respond quickly to new challenges. In response to these challenges, accountants turn to various approaches to manage the increased volume of data and information. This may include implementing specialized software for automating routine tasks, improving communication within the company, and continuously educating and developing professional skills. Additionally, collaboration with clients and other stakeholders in the digital environment is crucial. Accountants must establish effective communication channels and ensure that clients and other stakeholders are adequately informed and involved in the accounting processes.

Keywords: accountants, digitalization, data management, adaptation, communication, professional skills

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Uporaba družbenih medijev v poslovnem okolju

Družbeni mediji so v današnjem svetu več kot le platforme, so dinamični prostor, ki oblikuje naše komunikacijske vzorce, način dostopa do informacij in naše vedenje v digitalnem okolju. Od majhnih začetkov kot orodja za povezovanje s prijatelji in družino so družbeni mediji prerasli v mogočne platforme, ki vplivajo na politiko, gospodarstvo in kulturo na globalni ravni. Podjetja so v družbenih medijih prepoznala nov kanal za učinkovito komuniciranje z obstoječimi uporabniki in za pridobivanje novih. V današnjem hitrem tempu je prisotnost na družbenih omrežjih ključnega pomena za podjetja. Ker ljudje vse pogosteje uporabljajo družbene medije za trgovanje in izmenjavo informacij o izdelkih in storitvah, morajo podjetja vključiti družbene medije v svoje marketinške strategije, da pritegnejo stranke in vzpostavijo dolgoročne odnose. V prispevku predstavimo ugotovitve raziskave med slovenskimi podjetji o razlogih za uporabo družbenih medijev v poslovnem okolju. Proučimo prednosti in slabosti uporabe družbenih medijev in v kolikšni meri jim v poslovnem okolju pripisujejo vpliv na uspešnost poslovanja.

Ključne besede: družbeni mediji, uspešnost poslovanja, marketinške strategije, komunikacija

Use of Social Media in a Business Environment

Social media is more than just a platform in today's world; it is a dynamic space that shapes our communication patterns, the way we access information, and our behavior in the digital environment. From small beginnings as a tool to connect with friends and family, social media have grown into a powerful platform that influences politics, economics, and culture on a global scale. Companies have recognized social media as a new channel for effective communication with existing users and for acquiring new ones. In today's fast-paced world, presence on social networks is crucial for businesses. As people increasingly use social media to trade and share information about products and services, businesses need to incorporate social media into their marketing strategies to attract customers and build long-term relationships. In the article, we present the findings of a study among Slovenian companies regarding the reasons for using social media in the business environment. We examine the advantages and disadvantages of using social media and to what extent they are believed to influence business performance.

Keywords: social media, business performance, marketing strategies, communication

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Vodenje paliativne oskrbe na domu: medicinska sestra v patronažnem varstvu kot koordinatorica paliativne oskrbe

Sodobne smernice dobrih praks usmerjajo paciente v paliativni oskrbi, katerih zdravstveno in funkcionalno stanje ob ustrezni zdravstveni oskrbi in podpori to omogoča, k oskrbi v domačem okolju. S tem se na eni strani razbremenjujejo kapacitete bolnišnic, na drugi strani pa se pacientu zagotovi bivanje v domačem okolju, kjer se tudi lažje počuti. Takšno organizacijo v prvi vrsti omogoča paliativna oskrba na domu, ki jo izvaja medicinska sestra v patronažnem varstvu. Namen raziskave je bil preučiti temelje učinkovite koordinacije paliativne oskrbe pacientov v njihovem domačem okolju. Izvedena je kvalitativna metoda dela s sistematičnim pregledom literature. Ugotovili smo, da je za uspešno vodenje paliativne oskrbe na domu pomembna (1) koordinacija dela in komunikacije zdravstvenega tima ter sodelovanja svojcev, (2) načrtovanje zdravstvene nege pacienta v paliativni oskrbi in družine, (3) dajanje zdravil, aplikacija pripomočkov in opreme, zagotavljanje zdravstvenih storitev, (4) informiranje pacienta v paliativni oskrbi in družine, (5) socialna in čustvena podpora pacientu v paliativni oskrbi ter družini.

Ključne besede: management, zdravstvena nega, koordinacija, načrtovanje, informiranje

Managing Palliative Care at Home: The Palliative-Care Nurse as Palliative-Care Coordinator

Current best practice guidelines direct palliative-care patients to care in the home environment if their health and functional status, with appropriate medical care and support, allows it. This relieves the pressure on hospital capacity on the one hand and, on the other hand, ensures that the patient stays in the home environment where he/she feels more at ease. Such organisation is primarily made possible by palliative care at home, provided by a palliative-care nurse. The study aimed to examine the foundations for effective coordination of palliative care in the patients' home environment. A systematic literature review was conducted. We found that for the successful management of palliative care in the home, it is important to (1) coordinate the work and communication of the healthcare team and the participation of relatives; (2) plan the care of the palliative-care patient and family; (3) administer medication, apply devices and equipment, provide healthcare services; (4) provide information to the palliative-care patient and family; and (5) provide social and emotional support to the palliative-care patient and family.

Keywords: management, nursing, coordination, planning, information

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Izzivi dnevnih migracij v sloveniji: s kolesom v službo

Prispevek obravnava pomen trajnostne mobilnosti v kontekstu načrta Evropske komisije za okrevanje in odpornost, cilja EU naslednje generacije. Osredotoča se na pomanjkanje vlaganj v trajnostno mobilnost v Sloveniji, ki zaostaja za sosednjo Avstrijo. Dnevna mobilnost je ključnega pomena za prehod v nizkoogljično družbo, krožno gospodarstvo in zdrav način življenja. Čeprav so si številna evropska mesta prizadevala za spodbujanje trajnostne dnevne mobilnosti, Slovenija na tem področju potrebuje pomoč. Z intervjujem in analizo časovnih podatkov ta članek proučuje trenutne trende in možne ukrepe za povečanje kolesarjenja na delo in drugih trajnostnih načinov prevoza. Ugotovitve kažejo, da na uporabo avtomobila negativno vplivajo le cene goriva in dobra razvitost javnega prevoza. Na drugi strani Nizozemska ponuja dragocene izkušnje o pomenu strateškega načrtovanja, razvoja infrastrukture in mehkih ukrepov za spodbujanje trajnostne mobilnosti. Intervju z nizozemskimi uradniki prikazuje pomembnost vladnih politik naložb v infrastrukturo in modalnih integracij pri spodbujanju kolesarjenja za vsakodnevno vožnjo. Zaključek prispevka poudarja potrebo po celostnih pristopih razvoja ideje s kolesom v službo.

Ključne besede: trajnostni razvoj, dnevna mobilnost, okrevanje

Challenges of Daily Commuting in Slovenia: Bike to Work

The article discusses the importance of sustainable mobility in the context of the European Commission's Next Generation EU Recovery and Resilience Plan. It focuses on Slovenia's lack of investment in sustainable mobility, which is lagging behind the neighbouring Austria. Daily mobility is crucial for transitioning towards a low-carbon society, circular economy, and healthy lifestyle. Although many European cities have made efforts to promote sustainable daily mobility, Slovenia needs help in this area. Through interview and data analysis, the article examines current trends and potential measures for increasing biking and other sustainable modes of transportation. The findings show that car usage is negatively influenced only by fuel prices and public transport development. On the other hand, the Netherlands provides valuable lessons on the importance of strategic planning, infrastructure development, and soft measures to encourage sustainable mobility. The interview with Dutch officials emphasises the significance of governmental policies, infrastructure investment, and modal integration in promoting cycling for daily commuting. The paper's conclusion emphasises the need for integrated approaches to developing the bike-to-work idea.

Keywords: sustainable development, daily mobility, recovery

Trajnostni razvoj in trajnostno poročanje

Že dolgo ni več pomembno, da podjetja sledijo le finančnim ciljem, ampak morajo s svojim poslovanjem naslavljati izzive trajnostnega razvoja. Gre za koncept, ki teži k harmonizaciji ekonomskih, socialnih in okoljskih ciljev z namenom izpolnjevanja potreb sedanjih generacij, ne da bi s tem ogrozili možnosti zadovoljevanja potreb prihodnjih generacij. Slednje pa je mogoče le s spremembo tako procesa proizvodnje kot tudi načina potrošnje, ki morata slediti konceptu krožnega gospodarstva. Danes na področju trajnosti ni več dovolj, da se posamezniki zanašamo na sistemske rešitve, ampak moramo s svojimi dejanji proaktivno prispevati k bolj trajnostni rasti. Za slednje pa potrebujemo ustrezne informacije. Za zagotavljanje in dokazovanje, da podjetje res deluje po načelih trajnosti, je pomembno trajnostno poročanje, ki ga podrobneje naslavlja Direktiva o poročanju podjetij o trajnostnosti (Direktiva CSRD). Njen namen je zagotoviti, da bodo podjetja enotno in bolj transparentno razkrivala informacije o trajnostnih tveganjih in priložnostih. Na ta način pa deležnikom omogočala presoditi, kako na eni strani zahteve v zvezi s trajnostnostjo vplivajo na podjetje in kako na drugi strani podjetje vpliva na ljudi in okolje. V prispevku predstavimo koncept trajnostnega razvoja in na primeru Slovenije in Evropske unije predstavimo nekatere kazalnike za spremljanje napredka pri doseganju ciljev trajnostnega razvoja na ravni Evropske unije. V nadaljevanju pa predstavimo izzive implementacije Direktive CSRD v prakso, saj bodo podjetja trajnostne zahteve morala vključiti v poslovni model, strategije in cilje.

Ključne besede: trajnostni razvoj, krožno gospodarstvo, zeleni dogovor, trajnostno poročanje, Slovenija

Sustainable Development and Sustainability Reporting

It has long been essential for companies not only to pursue financial goals, but also to address the challenges of sustainable development within their business activities. It is a concept that aims to reconcile economic, social, and environmental objectives to meet the needs of current generations without compromising the ability to meet the needs of future generations. The latter can only be achieved if both production and consumption concepts are changed in line with the idea of the circular economy. In sustainability, it is no longer enough for individuals to rely on systemic solutions; we must proactively contribute to more sustainable growth through our actions. For the latter, we need the correct information. Sustainability reporting is essential to ensure and prove that a company is acting following sustainability principles. The Corporate Sustainability Reporting Directive (CSRD) aims to ensure that companies disclose information about sustainability risks and opportunities in a standardized and more transparent way. In this way, stakeholders can assess how sustainability aspects affect the company on the one hand and how the company affects people and the environment on the other. This paper introduces the concept of sustainable development and presents some indicators for monitoring progress in realizing the Sustainable Development Goals at the EU level, using Slovenia and the European Union as an example. It then discusses the challenges of implementing CSRD in practice, as companies need to integrate sustainability issues into their business model, strategies, and objectives.

Keywords: sustainable development, circular economy, green deal, sustainability reporting, Slovenia

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Tržno komuniciranje ponudnika turistične namestitve

V sodobnem konkurenčnem okolju postaja tržno komuniciranje ključni dejavnik uspeha za ponudnike turističnih namestitev. V članku bomo preučevali, kako lahko različne strategije tržnega komuniciranja vplivajo na privabljanje in zadrževanje gostov, izboljšanje blagovne znamke in optimizacijo dobičkonosnosti. Z uporabo primerov iz prakse, teoretičnih okvirov in najnovejših raziskav, članek osvetljuje pomen prilagodljivega in ciljno usmerjenega komuniciranja v digitalni dobi. Glavni cilj raziskave je povečati direktno prodajo nočitev, hkrati pa določiti in izkoristiti ključne trženjske poti, ki omogočajo izboljšanje direktnega trženja.

Ključne besede: tržno komuniciranje, turistična namestitev, direktna prodaja

Marketing Communication of the Tourist Accommodation Provider

In the modern competitive environment, marketing communication is becoming a key success factor for tourist accommodation providers. In the article, we will examine how different marketing communication strategies can influence guest attraction and retention, brand enhancement, and profitability optimization. Using case studies, theoretical frameworks, and the latest research, the article sheds light on the importance of flexible and targeted communication in the digital age. The main goal of the research is to increase the direct sales of overnight stays, while at the same time determining and utilizing key marketing channels that enable the improvement of direct marketing.

Keywords: marketing communication, tourist accommodation, direct sales

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Dinamika gig ekonomije – pogledi slovenskih freelancerjev

Raziskava preučuje vplive gig ekonomije na delovno silo, s posebnim poudarkom na njenih učinkih v slovenskem kontekstu, zlasti med mlajšimi generacijami. Razumevanje vpliva gig ekonomije je ključno, saj postaja vse bolj privlačna za generacijo Z zaradi njihove naklonjenosti mobilni tehnologiji in želje po avtonomiji. Ko karierna pot postaja bolj fluidna in samostojno usmerjena, poudarjajoč pomen individualne pobude in prilagodljivosti, postane to razumevanje ključno. Analiza zajema demografske profile, pridobivanje znanja, spretnosti, izobraževalne zahteve in mehanizme podpore v teh poklicih. Razprava o rezultatih naslavlja vpliv rasti gig ekonomije na tradicionalne zaposlitvene strukture. Raziskava ponuja vpogled v opažene pojave in izzive, s katerimi se srečujejo slovenski freelancerji, s čimer se oblikuje razvoj politik in pobud za podporo, usmerjenih v izboljšanje njihove konkurenčne pozicije na (digitalnem) trgu dela.

Ključne besede: gig ekonomija, freelancerji, generacija Z, znanje, veščine, izobraževanje

The Dynamics of the Gig Economy – Views of Slovenian Freelancers

The study examines the implications of the gig economy on the workforce, with a particular emphasis on its effects within the Slovenian context, especially among younger generations. Understanding the impact of the gig economy is crucial as it is becoming increasingly appealing to Generation Z due to their affinity for mobile technology and desire for autonomy. As career paths become more fluid and self-directed, highlighting the importance of individual initiative and adaptability, this understanding becomes essential. The analysis encompasses demographic profiles, knowledge acquisition, skill sets, educational requirements, and support mechanisms within these occupations. The discussion of the results addresses the impact of the gig economy's growth on traditional employment structures. The research offers insights into the observed phenomena and challenges encountered by Slovenian freelancers, thereby informing the development of policies and support initiatives aimed at enhancing their competitive position in the (digital) labor market.

Keywords: gig economy, freelancers, generation Z, knowledge, skills, education

Menadžment i Marketing-deo društveno odgovornih organizacija

Koncept održivog razvoja podrazumeva uravnotežen ekonomski, socijalni i kulturni razvoj bez ugrožavanja životne sredine. Kako bi se očuvalo zdravlje Zemlje pojavili su se na globalnom nivou razni zeleni talasi, odnosno zelene tendencije koje su prisutne u gotovo svim sferama ljudskog življenja. Zelene aktivnosti se ispoljavaju kroz ekološki menadžment, kao i kroz zeleni ili ekološki marketing. Budući da su obe nauke jako važne za poslovanje organizacija i njihovo uspešno vođenje do cilja, može se konstatovati da je pridev »zeleno«, zapravo vezan za održivi razvoj. Ekološki menadžment predstavlja savremeni sistem upravljanja životnom sredinom. Glavni cilj takvog sistema jeste eliminisanje negativnih uticaja i tendencija, koji se odnose na zdravlje ljudi. Ekološki marketing predstavlja marketing proizvode za koje se pretpostavlja da su ekološki bezbedni. Kao posebna naučna disciplina zeleni marketing obuhvata niz aktivnosti, koje se tiču kako proizvoda, tako i podizanja svesti o značaju zdrave životne sredine i njenog očuvanja. Organizacije koje primenjuju zeleni menadžment, kao i zeleni marketing su visoko društveno odgovorne organizacije, drugim rečima svoje poslovanje baziraju na principu društveno odgovornog poslovanja. U radu će se opisati zeleni menadžment i zeleni marketing uz osvrt na društveno odgovorno poslovanje u ostvarivanju zacrtanih organizacionih ciljeva. Ključne reči: Zeleni menadžment, odgovorno poslovanje, organizacija, zeleni marketing, održivi razvoj

Management and Marketing – Part of Socially Responsible Organizations

Sustainable development is defined as balanced social, cultural, and economic advancement without putting the environment in jeopardy. Various green waves, or green tendencies, that are prevalent in practically every aspect of human life, have emerged globally to maintain the health of the planet. Green marketing, also known as ecological marketing, and environmental management are two ways that green activities are demonstrated. It might be argued that the term "green" is truly associated with sustainable development because both sciences are critical to the operations of businesses and the effective management of those businesses toward their objectives. A contemporary approach to environmental management is ecological management. Eliminating detrimental influences and behaviors connected to people's health is the primary objective of such a system. Promoting products that are thought to be safe for the environment is known as environmental marketing. Green marketing, as a distinct scientific field, encompasses a range of initiatives that address products as well as increasing public understanding of the value of a healthy environment and its preservation. Businesses that use green marketing and management practices are very socially conscious; in other words, they operate under the tenet of socially responsible business. To accomplish the established organizational goals, the article will discuss green management and green marketing with an emphasis on socially conscious companies.

Keywords: green management, responsible business, organization, green marketing, sustainable development

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Vpliv osebnosti na študijski uspeh

Študija se osredotoča na raziskovanje povezav med petimi temeljnimi osebnostnimi lastnostmi (ekstravertiranost, sprejemljivost, vestnost, nevroticizem in odprtost), bolj znanimi kot 'Velikih pet', in pričakovanji ter uspehom pri študiju v populaciji študentov Ekonomske fakultete v Ljubljani. Rezultati študije so primerjani z ugotovitvami drugih avtorjev, ki so podobne raziskave izvajali v drugačnih okoljih, obenem pa so interpretirane tudi razlike med moškimi in ženskami. Podobno kot so ugotovili drugi avtorji, je tudi v tej študiji opažena pozitivna korelacija med vestnostjo in dosedanjo oceno pri študiju. Obenem pa je zanimivo, da sprejemljivost, ekstravertnost in odprtost za nove izkušnje pri moških negativno korelirajo s študijskim uspehom, medtem ko pri ženski populaciji te korelacije niso statistično značilne. Istočasno je, nekoliko presenetljivo, nevroticizem pri moški populaciji študentov Ekonomske fakultete v Ljubljani statistično značilno povezan z nekoliko boljšim uspehom pri študiju. Ključne besede: osebnost, študijski uspeh, pričakovanja

The Impact of Personality on Academic Success

The study focuses on exploring the connections between the Big Five personality traits (extraversion, agreeableness, conscientiousness, neuroticism, and openness) and academic expectations and performance among students at the Faculty of Economics in Ljubljana. The study's results are compared with findings from other authors who conducted similar research in different settings, while also interpreting the differences between males and females. Similar to other authors' findings, this study also observes a positive correlation between conscientiousness and academic performance. Interestingly, agreeableness, extraversion, and openness to experience negatively correlate with academic success in males, while these correlations are not statistically significant in the female population. Surprisingly, neuroticism in the male student population at the Faculty of Economics in Ljubljana is statistically significantly associated with slightly better academic performance. Keywords: personality, academic performance, expectations

Utjecaj strategije ljudskih resursa na namjeru medicinskih sestara/tehničara o napuštanju organizacije

Kvalitetna zdravstvena njega ovisi o broju i strukturi zdravstvenih radnika. Medicinske sestre/tehničari su najbrojnija radna snaga u zdravstvenom sistemu. Stoga su njihovo zadovoljstvo poslom i namjere o napuštanju organizacije neka od ključnih pitanja u ovoj djelatnosti. Strategija upravljanja ljudskim resursima i sa njom povezane motivacione tehnike značajno utječu na zadovoljstvo zaposlenih i njihovo zadržavanje. Efikasne strategije upravljanja ljudskim resursima, koje odgovaraju datom okruženju, mogu ublažiti namjeru napuštanja organizacije. Ciljevi ovoga rada su utvrditi koja strategija ljudskih resursa se najviše primjenjuje u istraživanoj zdravstvenoj ustanovi, koje su njene glavne značajke, u kojoj mjeri su medicinske sestre/tehničari zadovoljni motivacionim tehnikama u primjeni, te da li imaju namjeru da napuste organizaciju u narednom periodu i da li aktivno traže drugi posao. Za ispitivanje utjecaja strategije upravljanja ljudskim resursima na namjeru o napuštanju organizacije korišteni su deskriptivna statistika, F-stat i Pearsonov koeficijent korelacije. Podaci su obrađeni u statističkom program SPPS 23.0.

Ključne riječi: strategija ljudskih resursa, motivacione tehnike, zadovoljstvo poslom, namjera napuštanja organizacije

The Influence of the Human Resources Strategy on Turnover Intentions of Nurses/Technicians

The number and structure of health workers determine the quality of health care. Nurses/technicians are the most prevalent workforce in the healthcare system. The key issues in this industry are nurses'/technicians' job satisfaction and turnover intentions. The human resource management strategy and related motivational techniques significantly impact employee satisfaction and retention. Effective human resource management strategies, appropriate to the given environment, can mitigate turnover intentions. The goals of the paper are to determine which human resource strategy is most widely used in the researched health institution, what its main features are, to what extent nurses/technicians are satisfied with the motivational techniques in use, and whether they intend to leave the organisation soon or are actively looking for another job. The impact of the human resource management strategy on turnover intention was examined using descriptive statistics, F-stat, and Pearson's correlation coefficient. The data were processed using the statistical software SPPS 23.0.

Keywords: human resources strategy, motivational techniques, job satisfaction, turnover intentions

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Veštačka inteligencija mit u realnosti-največa »civilizacijska frustracija«

Kada govorimo o veštačka inteligencija mit u realnosti-največa inteligenciji, rekli bismo da je ona danas najveći mit naše stvarnosti. Ona svojim nastupima dovodi do evidentnih »civilizacijskih frustracija«. Prije svega mislimo na neznanje, profesionalnu transformaciju, nemogućnost kontrole, sudbinu ljudske civilizacije i ostalo što ljude dovodi u »frustracijski šok«. Možemo pretpostaviti da je »genetska« superiornost umjetne inteligencije u moći ljudskog uma, a ne u njegovoj »prirodnoj moći«. Danas, razlika postaje sve jasnija kada se razmatraju perspektiva, razvoj i kontrola, od onih koji imaju optimistične percepcije do onih koji su zabrinuti zbog njegove mitološke mističnosti. Cilj rada je ispitati stavove studenata o nekoliko aspekata (stanje, razvoj, perspektive VI). Predmet istraživanja bile su razlike između dviju skupina studenata u njihovim stavovima o razini mistificirajućih momenata koje treba demistificirati. Naša opća pretpostavka bila je da su studenti koji IKT-om svoj profesionalni poziv jasni i da su jasno pokazali pozitivne impresije o VI. Primerak su sacinjavali 120 studenata tri Univerziteta u RS Makedoniji. Dobiveni rezultati daju nam pravo preliminarno mišljenje da je opća pretpostavka da među studentima postoje razlike koje se smatraju njihovim profesionalnim usmjerenjima opravdana. Konkretno, studenti koji su s ICT Sveučilišta ili srodnih kolegija drugih sveučilišta imaju jasniju sliku i optimistično razmišljanje. No, svjedoci smo dijela mističnih stavova drugih studenata koji imaju krajnje pesimistične stavove o »sudbinama« ljudi, profesija i ostalog.

Ključne riječi: veštačka inteligencija, mit, stvarnost, civilizacijska frustracija

Artificial Intelligence Is a Myth in Reality – the Biggest “Civilizational Frustration”

When we talk about artificial intelligence as the highest form of intelligence, we would say that it is the greatest myth today in our reality. Above all, we are referring to ignorance, professional transformation, impossibility of controlling it, the fate of human civilization, and other things that bring people into “frustrating shock”. We can assume that the “genetic” superiority of artificial intelligence lies in the power of the human mind, and not in its “natural power”. Today, when we consider the prospects, development and control of AI, there is a growing gap between those who have optimistic perceptions and those who are concerned about its mythological mystique. The aim of the paper is to examine the students' views on several aspects (state, development, and prospects of AI). The subject of the research was the differences between two groups of students in their views on the level of mystifying moments that should be demystified. Our assumption was that students who use ICT in their professional vocation are clear on this; they have clearly shown positive impressions about AI. The sample encompassed 120 students from three universities in the Republic of North Macedonia. In order to collect data, we used a questionnaire with 20 questions (UVI-20) with Likert-type answers. The obtained results show that the general assumption that there are differences among the students due to their professional orientations is justified. In particular, students of the ICT University or similar universities think more clearly and optimistically. However, other students are extremely pessimistic about the “fates” of people, professions and other things.

Keywords: artificial intelligence, myth, reality, civilizational frustration

Zmanjševanje neenakosti na področju raka v Evropski uniji

Zaradi velikih razlik v preventivi in zdravstvenem varstvu na področju raka v in med evropskimi državami, kar kažejo številni kazalniki, se je Evropska komisija odločila za podporo registru neenakosti na področju raka s sofinanciranjem projekta skupnega ukrepanja OriON. Projekt sloni na deveti vodilni pobudi Evropskega načrta za boj proti raku (EBCP), ki naslavlja neenakosti. Splošni cilji projekta so spremljanje sprejemanja in implementacije EBCP v evropskih državah članicah, priprava pilotnega okvirja za spremljanje in vrednotenje EBCP in povečanje učinka znanja, ustvarjenega z načrtom. Specifična cilja sta podpora spremljanju EBCP in priprava analize na področju nacionalnih programov za obvladovanje raka s posebnim poudarkom na neenakostih. Primarna ciljna skupina projekta skupnega ukrepanja OriON so oblikovalci politik iz držav članic EU in njihovi predstavniki. Projekt skupnega ukrepanja prinaša novosti in koristi za državljane vseh evropskih držav in seveda za bolnike, saj skupaj z registrom neenakosti na področju rakavih bolezni prispeva k zmanjšanju merljivih razlik v zvezi s preprečevanjem bolezni in zdravstvenim varstvom v EU.

Ključne besede: rak, obvladovanje raka, neenakosti, OriON JA, Evropski načrt za boj proti raku

Reducing Cancer Inequalities in the European Union

Due to the big differences in prevention and health care in the field of cancer in and between European (EU) countries, as shown by many indicators, the EU Commission has decided to support the Cancer Inequalities Registry by co-financing the OriON Joint Action (JA). The project is based on the 9th Flagship Initiative of the Europe's Beating Cancer Plan (EBCP), which addresses inequalities. The general objectives of JA are to monitor the adoption and implementation of the EBCP in EU Member States (MSs), to prepare a pilot framework for the monitoring and evaluation of the EBCP, and to increase the impact of the knowledge generated by the plan. The specific objectives are to support the monitoring of the EBCP and to prepare an analysis in the field of national cancer control programmes with special emphasis on inequalities. The primary target group of the OriON JA are policymakers from EU MSs and their representatives. OriON brings innovations and benefits for citizens of all EU countries and, of course, for patients, as it contributes, together with the Cancer Inequalities Registry, to the reduction of measurable differences in cancer prevention and health care in the EU.

Keywords: cancer, cancer control, inequalities, OriON JA, Europe's Beating Cancer Plan

Analiza primerov hiperinflacije: vzroki in posledice

Področje raziskovanja je hiperinflacija, ki je v trenutnih razmerah v gospodarstvu zopet aktualna. Članek se temeljito loteva raziskave več primerov hiperinflacije v različnih obdobjih ter regijah po vsem svetu. Z analizo zgodovinskih dogodkov so tako časovno kot tudi stopenjsko opredeljene najpomembnejše hiperinflacije. Članek se še posebej osredotoča na primere hiperinflacije v Tajvanu, Grčiji, Nemčiji, Jugoslaviji, Zimbabveju ter Madžarskem. Članek identificira ključne dejavnike, ki so pripeljali do teh ekstremnih inflacijskih situacij. Poudarek je na ekonomskih, političnih in socialnih spremembah, ki so bile posledica hiperinflacije, kot so masovna brezposelnost, propad valute, družbena nestabilnost in politični nemiri. Poleg pregleda vzrokov in posledic hiperinflacije članek raziskuje tudi dolgoročne učinke, ki jih ima ta pojav na gospodarstvo, družbo in politično stabilnost. S temeljito analizo ponuja vpogled v kompleksnost in obsežnost izzivov, s katerimi se soočajo države, ki se znajdejo v hiperinflacijskih razmerah. Podrobno so predstavljeni razlogi za pojav hiperinflacije, njene posledice kot tudi ukrepi za obvladovanje le-te. Na koncu so predstavljene smernice za preprečevanje in obvladovanje hiperinflacijskih situacij v prihodnosti.

Ključne besede: inflacija, hiperinflacija, indeks cen življenjskih potrebščin, deflacija

Analysis of Cases of Hyperinflation: Causes and Consequences

The field of research is hyperinflation, which is relevant again in the current economic situation. The article thoroughly researches several cases of hyperinflation in different periods and regions around the world. By analyzing historical events, we defined the most important hyperinflation both in terms of time and degree. The article focuses in particular on cases of hyperinflation in Taiwan, Greece, Germany, Yugoslavia, Zimbabwe, and Hungary. The article identifies the key factors that led to these extreme inflationary situations. Emphasis is placed on the economic, political, and social changes that resulted from hyperinflation, such as mass unemployment, currency collapse, social instability, and political unrest. In addition to examining the causes and consequences of hyperinflation, the article also explores the long-term effects that this phenomenon has on the economy, society, and political stability. Through a thorough analysis, it offers an insight into the complexity and magnitude of the challenges faced by countries that find themselves in hyperinflationary conditions. The article presents in detail the reasons for the emergence of hyperinflation, its consequences, and the measures to control it. Finally, the article presents guidelines for preventing and managing hyperinflationary situations in the future.

Keywords: inflation, hyperinflation, consumer price index, deflation

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Izazovi digitalnog vodstva u procesu digitalne transformacije poslovanja

Informacijske i komunikacijske tehnologije posebno su istaknute u suvremenom poslovanju, a predstavljaju okosnicu i temeljni pokretač digitalne transformacije svakog poslovnog sustava. Digitalna transformacija predstavlja multidisciplinarni proces metoda kojom se nove tehnologije primjenjuju u svakodnevnom radu pretvaranjem tradicionalnih radnih procesa u digitalne, čineći ih bržim i učinkovitijim. Digitalna transformacija se odvija u prostoru između korisničkog iskustva s jedne strane i digitalizacije poslovnih procesa s druge strane. Digitalizacija velike hijerarhijske strukture zamjenjuje strukturama koje su digitalne i okretno. Takve strukture orijentirane su na korisnike ili organizacijske hijerarhije u kojima su kupci u središtu pozornosti. Digitalno vodstvo (Leadership 4.0), predstavlja novi stil vodstva koji prati i pokreće digitalne promjene s ciljem stvaranja agilnijih i fleksibilnijih poslovnih procesa. Digitalni vođa je mješavina digitalnog stručnjaka i vođe promjena, a presudni za rezultate procesa digitalne transformacije poslovanja i promjene načina razmišljanja što je u suvremenom poslovanju za rezultate poslovanja.

Ključne besede: digitalno vodstvo, digitalna transformacija, Leadership 4.0, digitalni vođa, poslovanje

Challenges of Digital Leadership in the Process of Digital Business Transformation

Information and communication technologies are especially prominent in modern business, and they represent the backbone and fundamental driver of the digital transformation of every business system. Digital transformation represents a multidisciplinary process of methods by which new technologies are applied in everyday work by converting traditional work processes into digital ones, making them faster and more efficient. Digital transformation takes place in the space between user experience on the one hand and digitization of business processes on the other. Digitization replaces large hierarchical structures with structures that are digital and agile. Such structures are customer-oriented or organizational hierarchies where customers are at the center of attention. Digital leadership (Leadership 4.0) represents a new style of leadership that follows and initiates digital changes with the aim of creating more agile and flexible business processes. A digital leader is a cross between a digital expert and a leader of change, and is crucial for achieving the results of the digital business transformation process and changing the way of thinking about business results in modern business.

Keywords: digital leadership, digital transformation, Leadership 4.0, digital leader, business

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Fizioterapija Krajnc, Videm – Dobrepolje

Uporaba PRP pri rekonstrukciji sprednje križne vezi

Popolna ruptura sprednje križne vezi (ACL) je pogosta poškodba kolenskega sklepa. ACL ima slabe regeneracijske sposobnosti zaradi znotraj sklepne lege, kar je vzrok za neuspešno celjenje. V tem primeru je ključnega pomena operativno zdravljenje za mlajšo in telesno dejavno populacijo. Eden od izzivov rekonstrukcije ACL je ustrezna anatomska lega kostnih tunelov, ker pomembno vpliva na pravilno vraščanje presadka in posledično na uspeh rehabilitacije. Z biološkimi pristopi, med katere spada tudi PRP, lahko posegamo v biološke procese, ki vplivajo na hitrost vraščanja in ligamentizacijo presadka. Z izrazom PRP označujemo s trombociti obogateno plazmo, kjer je koncentracija trombocitov tri do petkrat višja kot v krvi. Trombociti so eni izmed prvih celic, ki jih najdemo na mestu poškodovanega tkiva. Tam se aktivirajo preko stika s trombinom in tkivnim kolagenom ter pričnejo s povečanim izločanjem rastnih faktorjev, kateri stimulirajo angiogenezo, promovirajo proliferacijo celic in pospešujejo remodulacijo tkiva. Namen raziskave je bil s pregledom literature ugotoviti učinkovitost uporabe PRP pri rekonstrukciji ACL. Uporabili smo metodo pregleda strokovne literature. Iskanje literature je potekalo v angleškem jeziku, v podatkovnih bazah PubMed, Google Scholar in Cochrane Library. Izbrano je bilo gradivo, objavljeno med letoma 2009 in 2023. Iz pregleda literature je razvidno, da je učinkovitost uporabe PRP pri rekonstrukciji ACL vprašljiva, zato so potrebne nadaljnje raziskave.

Ključne besede: ACL, rekonstrukcija ACL, PRP

Application of PRP in Anterior Cruciate Ligament Reconstruction

A complete rupture of the anterior cruciate ligament (ACL) is a common injury to the knee joint. The ACL has poor regenerative abilities due to its intra-articular location, which is the reason for its failure to heal. In this case, operative treatment is crucial for the younger and physically active population. One of the challenges of ACL reconstruction is the correct anatomical position of the bone tunnels, because it significantly affects the correct ingrowth of the graft and, consequently, the success of the rehabilitation. With biological approaches, including PRP, we can intervene in biological processes that affect the speed of ingrowth and ligamentization of the graft. The term PRP refers to platelet-rich plasma, where the concentration of platelets is three to five times higher than in blood. Platelets are activated through contact with thrombin and tissue collagen and begin the increased secretion of growth factors that stimulate angiogenesis, promote cell proliferation, and accelerate tissue remodeling. The aim of the research was to determine the effectiveness of the use of PRP in ACL reconstruction by reviewing the literature. We used a literature review method. The literature search was conducted in English, in the PubMed, Google Scholar and Cochrane Library databases. We selected articles published between 2009 and 2023. From the literature review, it is clear that the efficacy of using PRP in ACL reconstruction is questionable, so further research is needed.

Keywords: ACL, ACL reconstruction, PRP

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Vpliv epidemije na vodenje zdravstvenih organizacij

Vpliv epidemije covid-19 je vplivala na celotno družbo in ravno tako na delovanje vseh organizacij. Zdravstvene organizacije so bile prve, ki so se morale reorganizirati in prilagoditi način delovanja na vseh nivojih zdravstvenega sistema. Epidemija covid-19 je prinesla številne izzive za vodenje zdravstvenih organizacij. Organizacije so se morale hitro prilagoditi spremenjenim razmeram, vključno s pomanjkanjem medicinske opreme in kadrov, sprejetjem digitalnih tehnologij za nadaljevanje osnovnih storitev in upravljanjem s stresom in tveganji za zaposlene. Pomembno je bilo ohranjanje agilnosti, inovativnosti in sposobnosti hitrega odzivanja na spremenljive razmere, obenem pa zagotavljanje visoke kakovosti oskrbe in podpore zaposlenim. Namen članka je predstaviti pomembnost uspešnega procesa vodenja za organizacijo in zadovoljstvo zaposlenih.

Ključne besede: vodenje, epidemija, zadovoljstvo zaposlenih, zdravstvene organizacije

The Impact of the Epidemic on the Governance of Health Organisations

The COVID-19 epidemic has had an impact on society as a whole and on the functioning of all organisations. Health organisations were the first to have to reorganise and adapt the way they operate at all levels of the health system. The COVID-19 epidemic brought many challenges for the management of health organisations. Organisations had to adapt quickly to the changed situation, including managing shortages of medical equipment and staff, adopting digital technologies to continue essential services, and managing stress and risk for staff. It was important to remain agile, innovative, and able to respond quickly to the changing circumstances, while ensuring high-quality care and support for staff. The aim of the paper will be to present the importance of a successful management process for the organisation and employee satisfaction.

Keywords: leadership, epidemic, employee satisfaction, health organisations

Vpliv davčne zakonodaje na uspešnost poslovanja podjetja

Davčna zakonodaja je eden izmed pomembnih dejavnikov, ki vplivajo na uspešnost poslovanja podjetja. Izrednega pomena je davčno načrtovanje, s pomočjo katerega so podjetja pripravljena na morebitne spremembe v davčni zakonodaji. V primeru sprememb je zelo pomembno, da podjetja ustrezno prilagajajo svoje poslovne strategije in s tem ohranjajo konkurenčnost ter stabilnost poslovanja. Slabo predvidevanje davčnih tveganj lahko negativno vpliva tudi na likvidnost podjetja in slabo izvajanje poslovnih strategij. V primeru uspešnega upravljanja davčnih tveganj se podjetja lahko izognejo nepotrebnim finančnim težavam in ohranjajo ugled podjetja. V okviru upravljanja davčnih tveganj podjetja stalno spremljajo davčno zakonodajo in imajo vzpostavljene ustrezne notranje kontrole. Veliko vlogo pri ohranjanju konkurenčnosti podjetja in obvladovanju davčnih tveganj ima sodelovanje z zunanjimi strokovnjaki. V prispevku si bomo ogledali vpliv davčne zakonodaje na uspešnost poslovanja podjetja. Pri tem nas bo še posebej zanimalo, kako povišanje davkov vpliva na dobičkonosnost podjetja in kako dobro davčno načrtovanje vpliva na uresničevanje poslovnih strategij. Raziskave kažejo, da podjetja, ki skrbijo za davčno optimizacijo uspešno obvladujejo vpliv sprememb v davčni zakonodaji in ohranjajo svojo konkurenčnost ter uspešno uresničujejo poslovne strategije. S pomočjo ankete, ki jo bomo posredovali podjetjem, bomo predvsem ugotovili, v kolikšni meri podjetja skrbijo za davčno optimizacijo.

Ključne besede: davčna zakonodaja, upravljanje tveganj, davčna tveganja, davčno načrtovanje, poslovanje podjetja

The Impact of Tax Legislation on Company Performance

Tax legislation is one of the significant factors influencing the performance of a company. Tax planning is highly important as it prepares companies for potential changes in tax legislation. In the event of changes, it is crucial for companies to adjust their business strategies appropriately to maintain competitiveness and operational stability. Poor anticipation of tax risks can also adversely affect a company's liquidity and the implementation of business strategies. Successful management of tax risks enables companies to avoid unnecessary financial difficulties and maintain the company's reputation. As part of tax risk management, companies continually monitor tax legislation and establish appropriate internal controls. Collaboration with external experts plays a significant role in maintaining competitiveness and managing tax risks. In the article, we will examine the impact of tax legislation on company performance, focusing particularly on how tax increases affect profitability and how effective tax planning influences the realization of business strategies. Research indicates that companies focusing on tax optimization successfully manage the impact of changes in tax legislation, maintaining their competitiveness and effectively implementing business strategies. Through a survey distributed to companies, we will primarily ascertain the extent to which companies strive for tax optimization.

Keywords: tax legislation, risk management, tax risks, tax planning, business operations

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Ergonomija v fizioterapiji

Fizioterapevti se v delovnem okolju srečujejo s fizičnimi, psihičnimi in ekološkimi obremenitvami. Z upoštevanjem načel ergonomije lahko zmanjšamo tveganje za nastanek kostno-mišičnih obolenj pri fizioterapevtih, ki se najpogosteje pojavijo v področju vratu in spodnjega dela hrbta. Namen raziskave je bil ugotoviti poznavanje ergonomskih načel med fizioterapevti in uporabo le-teh v fizioterapevtski praksi. Raziskava je temeljila na deskriptivni in kavzalno-neeksperimentalni metodi empiričnega raziskovanja, uporabljena je bila kvantitativna tehnika zbiranja podatkov, tehnika anketiranja. Z raziskavo na vzorcu 36 fizioterapevtov smo ugotovili, da fizioterapevti zelo dobro poznajo ergonomska načela, uporaba le-teh v praksi pa je slaba. Fizioterapevti pri svojem delu redko uporabljajo ergonomsko-tehnične pripomočke, najpogosteje uporabljen pripomoček je deska za transfer. Ključne besede: ergonomija, ergonomska načela, ergonomsko-tehnični pripomočki, fizioterapija

Ergonomics in Physiotherapy

Physiotherapists face physical, mental and ecological stresses in their working environment. By following ergonomic principles, we can reduce the risk of musculoskeletal disorders in physiotherapists, which most commonly occur in the neck and lower back. The aim of the study was to determine the knowledge of ergonomic principles among physiotherapists and their application in physiotherapy practice. The study was based on descriptive and causal-non-experimental methods of empirical research. A quantitative data collection technique was used, i.e., the survey technique. Through a survey of a sample of 36 physiotherapists, we found that physiotherapists have a very good knowledge of ergonomic principles, but their application in practice is poor. Physiotherapists rarely use ergonomic aids in their work; the most commonly used aid being the transfer board.

Keywords: ergonomics, ergonomic principles, ergonomic technical aids, physiotherapy

Soočanje »baby boom« generacije z globalizacijo in oceno zdravja

Večina posameznikov te generacije sodi med starejše odrasle in je že upokojena. Staranje in nagel porast starostnikov predstavlja zdravstveni in socialni problem ter finančno breme. Starostniki lahko postanejo telesno, psihično in socialno krhki, kar spremeni njihovo oceno zdravja na biopsihosocialnem nivoju in posledične spremembe na nacionalni ravni. V raziskavi iz leta 2018, kjer je bilo vključenih 80 starostnikov, smo z vprašnikom SF-36 pridobili samooceno zdravja. 81 % vprašanih je ocenilo zdravje kot najmanj dobro in 80 % kot ne slabše kot pred letom dni. 81 % jih ni zaznalo čustvenih težav in prav tako jih 79 % ni navedlo vpliva telesnega počutja ali čustvenih problemov na družabno življenje, kljub temu da jih je 88 % navajalo prisotnost bolečin. Prav tako jih je 70 % ocenilo, da je kakovost življenja dobra. Dejstvo je, da starost vpliva na družbo kot celoto in na razmere v družbi, vendar je istočasno tudi družbeni konstrukt, ki ga je posameznik prisiljen sprejeti. Sprejemanje novega življenjskega obdobja, tj. starosti, je priložnost za starostnika, da v svojem življenjskem prostoru uresniči svoje cilje in hkrati z aktivno udeležbo ustvarja in krepi ter bogati odnose z drugimi ljudmi v svoji socialni mreži. Čeprav je ta generacija doživela kompleksne in večplastne spremembe v družbi, ki so bile posledica globalizacije, se je z njimi dovolj uspešno soočila.

Ključne besede: baby boom generacija, samoocena zdravja, globalizacija

Coping with Globalization and Health Assessment of the “Baby Boom” Generation

Most individuals of this generation are older adults and are already retired. Aging and the sudden increase in the elderly represent a health and social problem, as well as a financial burden. The elderly can become physically, psychologically, and socially fragile, which changes their assessment of health at the biopsychosocial level and results in changes at the national level. In the survey from 2018, where 80 elderly people were involved, we obtained a self-assessment of health with the SF-36 questionnaire. A total of 81% of the respondents assessed their health as at least good and 80% as not worse than a year ago. A total of 81% did not perceive emotional problems, and 79% did not indicate the impact of physical well-being or emotional problems on social life, despite the fact that 88% indicated the presence of pain. Moreover, 70% rated their quality of life as good. The fact is that age affects society as a whole and the conditions within it, but at the same time, it is also a social construct that the individual is forced to accept. Acceptance of a new period of life, i.e. old age, is an opportunity for the elderly to realize their goals in their living space and at the same time, through active participation, create, strengthen, and enrich relationships with other people in their social network. Although this generation experienced complex and multifaceted changes in society due to globalization, it has coped with them successfully enough.

Keywords: baby boom generation, health self-assessment, globalization

Ekonomski vidik protokola s pospešenim okrevanjem pri ortopedskih operacijah

Ekonomski vidik protokola s pospešenim okrevanjem je eden izmed redkeje obravnavanih, saj je primarni cilj protokola po vstavitvi endoproteze pospešiti varno vrnitev bolnika k normalnim aktivnostim. Rezultati raziskav dokazujejo ugodne učinke takšnih protokolov na zmanjšanje bolečine, funkcionalno okrevanje, zmanjšanje zapletov, izboljšanje kakovosti življenja, večje zadovoljstvo bolnikov in vključenih zaposlenih idr. Cilj prispevka je s pregledom obstoječe literature pokazati vlogo protokola pri artroplastiki kolka in kolena pri stroškovni učinkovitosti. Analiza obstoječe literature in ekonomskih modelov kaže na stroškovno učinkovitost in ugodne finančne posledice sprejetja takšnega protokola v zdravstvenih ustanovah. Ključne ugotovitve so skrajšanje hospitalizacije, nižja stopnja zapletov in večje zadovoljstvo bolnikov, kar prispeva k zmanjšanju stroškov. Posredna ekonomska učinka sta npr. krajša bolniška odsotnost pri aktivni delovni populaciji ter manjše breme nege na domu za svoje operiranih. Čeprav so za protokol potrebna začetna vlaganja v infrastrukturo in usposabljanje osebja, se dolgoročne gospodarske koristi kažejo tudi v optimizaciji dela zaposlenih ter v zmanjšanju uporabe nepotrebnih dragih zdravstvenih storitev in pripomočkov. Zato je pomembno upoštevanje ekonomskih dejavnikov v procesu odločanja v zvezi z vpeljevanjem in izboljšavami protokola ter izkoristek potenciala za optimizacijo dodeljevanja virov in izboljšanje izidov zdravljenja bolnikov.

Ključne besede: ekonomska analiza, kirurgija s pospešenim okrevanjem, hitro okrevanje, perioperativna oskrba

The Economic Aspect of a Rapid Recovery Protocol in Orthopaedic Surgery

The economic aspect of the rapid recovery protocol is one of the least discussed, as the primary goal of the protocol after arthroplasty is to accelerate the patient's safe return to normal activities. The results of studies demonstrate the beneficial effects on pain reduction, functional recovery, reduction of complications, improvement of quality of life, increased satisfaction of the patients and staff involved, etc. The aim of the paper is to demonstrate the cost-effectiveness of the protocol in hip and knee arthroplasty by reviewing the existing literature. The analysis of the existing literature and economic models shows the cost-effectiveness and favourable financial implications of adopting such a protocol in healthcare settings. The key findings are reduced hospitalisation, lower complication rates, and increased patient satisfaction, which contribute to significant cost savings. Indirect economic impacts include shorter sickness absence in the active working population and a reduced burden of home care for the operated relatives. Although the protocol requires initial investments in infrastructure and staff training, the long-term economic benefits are seen in the optimisation of staff work and in the reduction of unnecessary expensive medical services and equipment. It is important to consider economic factors when making decisions about protocol implementation and improvement, and to optimise resource allocation and improve patient outcomes.

Keywords: economic analysis, enhanced recovery after surgery (ERAS), rapid recovery, perioperative care

Uticaj stresa na kvalitet življenja

Danas se *stres* smatra jednim od najvažnijih uzroka mnogih radnih i organizacijskih problema, no stres je decenijama predmet psiholoških istraživanja. Različito je definisan, kao pritisak koji djeluje na osobu iz spoljašnje sredine i ima averzivnu prirodu. Posebno se proučavaju efekti stresa koje ima na ličnost, njeno ponašanje, emocionalnost, fiziologiju, uključujući događaje i stimulus iz spoljašnje sredine, ali i psihološke karakteristike ličnosti, odnosno reakcije ličnosti na sveukupni doživljaj. *Stres* je složen proces, na koji ličnost reaguje, podstaknuta spoljašnjim ili unutrašnjim događajima, koji mogu predstavljati izazov ili opasnost. Najpoznatiji teorijski model stresa postavio je američki psiholog Lazarus (1966). Autori (Canon, Selye, Lazarus) ističu uticaj stresa na zdravlje čovjeka kao i koncepte suočavanja sa stresom. Izuzetno je važna percepcija stresora-subjektivni doživljaj situacije, koji ima veći značaj od objektivne situacije. Prema Krneta, Čejvanović i Šević (2015) dobijeni rezultati stresa kod nastavnika u BiH su brojni, vezani za nastavnički poziv. Posebno je značajan faktor socijalne podrške u procesu stresa i zadovoljstva poslom, koji ukazuju na izvor permanentnog stresa. Digitalni stres i digitalno ponašanje, danas je poseban izazov, vezan je za tehnologiju i uticaje različitih vrsta ekrana. Savremena istraživanja u svijetu ukazuju na negativne efekte digitalne tehnologije, koja u mnogome ugrožava kvalitet življenja i predstavlja permanentan stresor savremenog čovjeka.

Ključne riječi: stres, strategije suočavanja sa stresom, podrška

The Influence of Stress on the Quality of Life

Today, stress is considered one of the most important causes of many work and organizational challenges, and has been the subject of psychological research in the last decades. It has been defined in various ways, among others as the pressure that acts upon a person from the outside and has an aversive nature. The effects that stress has on personality, behavior, emotions, physiology, etc. have been studied thoroughly. Stress is a complex process, to which a person responds, prompted by external or internal events, which can pose a challenge or a threat. The best-known theoretical model of stress was laid down by the American psychologist Lazarus (1966). Cannon, Selye and Lazarus highlight the impact of stress on human health as well as the concepts of coping with stress. The perception of the causes of stress has proven to be more important than the situation itself. According to Krneta et al. (2015), the obtained results of stress among teachers in Bosnia and Herzegovina are numerous and related to the teaching profession. The factor of social support is especially significant in the process of experiencing stress and job satisfaction, indicating the source of permanent stress. Digital stress and digital behavior is a special challenge today; it is related to technology and the effects of different types of screens. Contemporary research in the world points to the negative effects of digital technology, which in many ways threatens the quality of life and is a permanent stressor for modern man.

Keywords: stress, coping strategies, support

Ukrepi za spodbujanje zaposlovanja na področju dolgotrajne oskrbe

Dolgotrajna oskrba (DO) postaja družbena prioriteta številnih evropskih držav, saj jo potrebuje okrog 4 % slovenskega in evropskega prebivalstva. Strokovnjaki opozarjajo na pomanjkanje kvalificiranega in usposobljenega osebja v DO, visoko stopnjo fluktuacije zaposlenih in pomanjkanje priložnosti za poklicni razvoj, kar povzroča pomanjkanje kompetenc ter nizko stopnjo zadovoljstva pri delu. Evropska zveza javnih služb ocenjuje, da v EU primanjkuje okoli dva milijona zaposlenih na področju DO, kar nakazuje na velike kadrovske izzive. Slednji nastajajo kot posledica kombinacije dejavnikov, kot so nizke plače, težki delovni pogoji in pomanjkanje priznanja za opravljanje družbeno pomembnega dela. S kvantitativnim pristopom smo preverili kako zaposleni v DO ocenjujejo pomembnost in nujnost ukrepov, ki bi spodbudili zaposlovanje in zmanjšali fluktuacijo zaposlenih. Rezultati so pokazali, da kot najpomembnejši ukrep zaposleni izpostavljajo višje in bolj spodbudne plače, sledijo pa še večje karijerne možnosti, spodbujanje pozitivne delovne klime ter krepitev medgeneracijske solidarnosti med mladimi.

Ključne besede: dolgotrajna oskrba, zaposlovanje, fluktuacija, ukrepi, zaposleni

Measures to Promote Employment in Long-Term Care

Long-term care is becoming a social priority in many European countries, as it is needed by around 4% of the Slovenian and European population. Experts point to the lack of qualified and trained personnel in long-term care, the high turnover of employees, and the lack of opportunities for professional development, which leads to a lack of competence and low job satisfaction. The European Public Service Unions estimates that there is a shortage of around two million employees in the public administration sector in the EU, which points to major personnel challenges. The latter result from a combination of factors such as low wages, difficult working conditions, and a lack of recognition for performing socially important work. Using a quantitative approach, we investigated how long-term care workers perceive the importance and urgency of measures to promote employment and reduce staff turnover. The results show that employees emphasize higher and more encouraging salaries as the most important measure, followed by greater career opportunities, promoting a positive work climate, and strengthening intergenerational solidarity among young people.

Keywords: long-term care, employment, turnover, measures, employees

Računovodske kompetence

Tako kot v osebnem življenju moramo biti kos vsakodnevnim izzivom tudi na poslovnem področju. To pomeni, da moramo imeti ustrezne osebne lastnosti, znanja, veščine in nenazadnje tudi intuicijo, kar z eno besedo imenujemo kompetence. Te nam koristijo pri učinkovitem opravljanju nalog, ki se od nas zahtevajo, in pri uspešnem premagovanju ovir. Dejstvo je, da se na različnih področjih pričakujejo povsem drugačne kompetence. V prispevku nas bodo zanimale predvsem te, ki naj bi jih posedoval dober računovodja. Nekatere lastnosti, ki jih mora imeti, so zapisane že v Kodeksu poklicne etike računovodij (strokovnost in odgovornost, zaupnost, poštenost, resničnost in prizadevnost), sicer pa jih lahko poleg tega nabora naštejemo še kar nekaj. To so predvsem natančnost, etična presoja, znanje s področja pravne ureditve delovanja subjektov, za katere računovodimo, sposobnost poročanja, računalniška pismenost, matematična spretnost itd. Kompetenc se posameznik lahko priuči, jih razvija in nadgrajuje. Pri preoblikovanju teh veščin pomembno vlogo nosi izobraževanje. S stalnim učenjem postanemo boljši v tem, kar počnemo, kar nam omogoča uspeh na vseh področjih življenja. V empiričnem delu prispevka želimo proučiti pogled računovodij na potrebne kompetence in pogostost izobraževanja računovodij ter ugotoviti ali so tisti računovodje, ki se pogosteje izobražujejo, bolj kritični do pomanjkanja kompetenc pri novih kadrih, kot tisti, ki se izobražujejo redkeje.

Ključne besede: kompetence, računovodstvo, računovodske kompetence, izobraževanje računovodij, računovodski servisi

Accounting Competence

Just like in our personal lives, we have to face the challenges of everyday life in our professional lives, too. This means having the right personality traits, knowledge, skills and, last but not least, intuition, or in one word – competencies. It helps us to effectively carry out the tasks that are required of us and to successfully overcome obstacles. In fact, completely different competencies are expected in different areas. We will be particularly interested in those that a good accountant should have. Some of the qualities they must have are already set out in the Code of Professional Ethics for Accountants (professionalism and responsibility, confidentiality, honesty, truthfulness and diligence), but there are many more besides this set. These are, in particular, accuracy, ethical judgment, knowledge of the legal regulation of the activities of entities for which we keep accounts, ability to report, computer literacy, mathematical skills, etc. Competencies can be learned, developed, and upgraded. In transforming these skills, education plays an important role. Through continuous learning, we become better at what we do, which enables us to succeed in all areas of life. In the empirical part of the paper we want to examine the views of accountants on the necessary competencies and the frequency of training of accountants, and to determine whether those accountants who attend training more often are more critical of the lack of competencies among new staff than those who attend training less often.

Keywords: competencies, accounting, accounting competencies, training of accountants, accounting services

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Etično ravnanje računovodij

Pri vzdrževanju zaupanja javnosti v finančna poročila in poslovne prakse podjetij ima etično ravnanje računovodij ključno vlogo. Dejstvo je namreč, da pomembne poslovne odločitve temeljijo na finančnih informacijah, ki jih pripravljajo računovodje, zato je natančnost teh informacij bistvenega pomena. Kljub temu se v praksi pogosto srečujemo z neetičnimi dejanji računovodij, kot so prilagajanje poslovnih rezultatov, davčne goljufije ali nepravilni obračuni, ki lahko povzročijo resne posledice. Razumevanje vzrokov in dejavnikov, ki vplivajo na takšno ravnanje, je ključno za razvoj učinkovitih strategij za preprečevanje in odpravljanje nepravilnosti v računovodstvu. Ob upoštevanju pogostosti neetičnih praks računovodij je pomembno, da se zavzemamo za povečanje ozaveščenosti o etičnih izzivih v tej panogi. S tem prispevamo k razvoju strategij, ki bodo spodbujale etično ravnanje ter izboljšale zaupanje v finančne informacije in poročila podjetij. V prispevku najprej opredelimo pojma etika in morala ter razložimo njuno razliko, ki je v praksi pogosto napačno razumljena. Nadalje se osredotočimo na poslovno etiko in etične kodekse ter predstavimo primere etičnih dilem, s katerimi se soočajo računovodje. Poleg tega bomo predstavili tudi pojav kreativnega računovodstva. V nadaljevanju z raziskavo med računovodji slovenskih podjetij in računovodji v računovodskih servisih preverimo razširjenost neetičnih praks pri delu. Prav tako smo preverili, koliko podjetij ima sprejete etične kodekse.

Ključne besede: etika, poslovna etika, kodeks poklicne etike računovodij, etične dileme, kreativno računovodstvo

Ethical Conduct of Accountants

The ethical conduct of accountants plays a key role in maintaining public trust in companies' financial reports and business practices. Important business decisions are based on financial information prepared by accountants, so the accuracy of this information is essential. Nevertheless, in practice, we often encounter unethical actions by accountants, such as adjusting business results, tax fraud, or incorrect calculations, which can cause serious consequences. Understanding the causes and factors influencing such behavior is crucial in developing effective strategies to prevent and correct accounting irregularities. Given the frequency of unethical practices by accountants, it is essential to advocate for increased awareness of ethical challenges in this industry. This way, we contribute to developing strategies to promote ethical behavior and improve trust in financial information and company reports. In the paper, we first define the concepts of ethics and morality and explain the difference between them, which is often misunderstood in practice. We further focus on business ethics and ethical codes, and present examples of ethical dilemmas accountants face. In addition, we also present the phenomenon of creative accounting. We have checked the prevalence of unethical practices at work by surveying accountants of Slovenian companies and accountants in accounting services. We have also checked how many companies have adopted codes of ethics.

Keywords: ethics, business ethics, professional code of ethics for accountants, ethical dilemmas, creative accounting

Arhitekture za razvoj spletnih aplikacij

Spletne aplikacije so od svojih začetkov v prvi polovici devetdesetih let prehodile dolgo pot. V tem obdobju se je spremenilo praktično vse, od uporabljenih tehnologij, programskih jezikov in razvojnih orodij, do načina podajanja vsebine in priporočljivih smernic za upodobitev uporabniškega vmesnika ter izgradnjo interakcij. Spremenili pa so se tudi pristopi k načrtovanju in izvedbi samih temeljev spletnih aplikacij, ki jih definira izbrana arhitektura. V članku je predstavljen koncept arhitekture programskega sistema s poudarkom na spletnih aplikacijah, pri čemer se komponente izvajajo na strani strežnika ali odjemalca. Skladno s to delitvijo so opisane trenutno najpogosteje uporabljene arhitekture. Na strani odjemalca vsečstranska, enostranska in progresivna spletna aplikacija, na strani strežnika pa monolitska, brezstrežniška in arhitektura mikrostoritev. Za vsako od arhitektur so predstavljene njihove prednosti in slabosti. V razpravi so podani napotki za izbor primerne arhitekture glede na funkcionalne in performančne zahteve spletne aplikacije in postavljenih omejitev projekta.

Ključne besede: Spletne aplikacije, programske arhitekture, načrtovanje in razvoj programske opreme

Architectures for Web Application Development

Web applications have come a long way since their beginnings in the first half of the 1990s. During this period, practically everything has changed, from the technologies, programming languages and development tools, to the content presentation practices and the recommended guidelines for rendering the user interface and building interactions. Approaches to the design and implementation of the very foundations of web applications, which are defined by the chosen architecture, have also changed. The article presents the concept of software system architecture with an emphasis on web applications, where components are implemented on the server and client side. In accordance with this division, today's most used architectures are described – the multi-page, single-page and progressive web application on the client side, and the monolithic, serverless and microservices architecture on the server side. For each of the architectures, their strengths and weaknesses are presented. The discussion provides guidelines for selecting a suitable architecture based on the functional and performance requirements of the web application and the project limitations.

Keywords: web applications, software architectures, software design and development

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Posledice kroničnih nenalezljivih bolezni na posameznika in družbo

Prispevek obravnava kompleksen vpliv kroničnih nenalezljivih bolezni na posameznika in družbo ter poudarja pomen razumevanja teh posledic za razvoj učinkovitih strategij obvladovanja. Glavni vzroki za razvoj teh bolezni vključujejo dejavnike tveganja, kot so nezdrava prehrana, telesna nedejavnost, škodljive razvade, stres. Namen raziskave je bil preveriti, kako življenjski slog vpliva na nastanek kroničnih nenalezljivih bolezni, ter raziskati povezavo med dejavniki tveganja in večjim tveganjem za nastanek teh bolezni. Raziskava, ki je zajela 1448 anketirancev splošne populacije, je temeljila na kvantitativnem pristopu in je pokazala, da nezdrav življenjski slog bistveno prispeva k razvoju kroničnih bolezni. Ugotovljeno je bilo, da anketirani brez kroničnih nenalezljivih bolezni poročajo o večjem splošnem zadovoljstvu z zdravjem ter boljšem življenjskem slogu. Kronične nenalezljive bolezni so postale v zadnjih letih vodilni vzrok za zmanjšanje kakovosti življenja in prezgodnjo smrt prebivalstva po vsem svetu. Hkrati s povečevanjem materialnih dobrin in udobja se povečuje tudi življenjski tempo, kar vodi v več dejavnikov tveganja za pojav kroničnih bolezni. Ključne besede: kronične nenalezljive bolezni, življenjski slog, dejavniki tveganja, posameznik, družba

The Impact of Chronic Non-Communicable Diseases on the Individual and Society

The article addresses the complex impact of chronic non-communicable diseases on the individual and society, and highlights the importance of understanding these consequences for developing effective management strategies. The main causes of the development of these diseases include risk factors such as unhealthy diet, physical inactivity, harmful habits, stress. The aim of the study was to examine how lifestyle influences the development of chronic non-communicable diseases and to investigate the relationship between risk factors and increased risk of developing these diseases. The study, which covered 1448 respondents from the general population and was based on a quantitative approach, showed that an unhealthy lifestyle contributes significantly to the development of chronic diseases. It was found that respondents without chronic non-communicable diseases reported higher overall health satisfaction and better lifestyle. In recent years, chronic non-communicable diseases have become the leading cause of reduced quality of life and premature death in populations worldwide. As material goods and comforts are increasing, the pace of life is increasing as well, leading to more risk factors for chronic diseases.

Keywords: chronic non-communicable diseases, lifestyle, risk factors, individual, society

Pregled dnevnih migracij zaposlenih na Nizozemskem: s kolesom v službo

Vožnja na delo s kolesom je pomemben vidik vsakodnevnega življenja na Nizozemskem, ki ga vodita zaveza trajnosti in zdravju. Prispevek raziskuje odločitev o spremembi načina vožnje s kolesom, pri čemer se osredotoča na vpliv dogodkov mobilnosti in dinamiko gospodinjstva. Podatki so bili zbrani z intervjuji s ključnimi deležniki: predstavnikom za odnose z javnostmi Nizozemskega kolesarskega združenja in predstavnikom za odnose z javnostmi Nizozemske kolesarske ambasade. Nizozemska, znana po svoji kolesarjem prijazni infrastrukturi, spodbuja uporabo koles s politikami, ki povečujejo varnost, in specializiranimi kolesarskimi stezami. Da bi razumeli dinamiko, ki vpliva na vedenje pri kolesarjenju, raziskujemo dobre prakse Nizozemcev pri uporabi kolesa kot prevoznega sredstva na delo. Ta raziskava poudarja potrebo po celostnih politikah, ki upoštevajo dinamiko posameznika in gospodinjstva. Z izkoriščanjem vpogledov iz intervjujev in prikazovanjem fotografij kolesarske infrastrukture na Nizozemskem želimo prispevati k trajnostnim praksam prevoza na delo in promovirati kolesarjenje kot izvedljivo alternativo potovanju z avtomobilom.

Ključne besede: Nizozemska, dnevne migracije, prevoz v službo, trajnost, kolo

An Overview of the Daily Migration of Employees in the Netherlands: Cycling to Work

Commuting by bike is an important aspect of everyday life in the Netherlands, driven by a commitment to sustainability and health. The paper investigates the decision to change the manner of cycling, focusing on the impact of mobility events and household dynamics. Data was collected through interviews with key stakeholders: the public relations representative of the Dutch Cycling Association and the public relations representative of the Dutch Cycling Embassy. Known for its bike-friendly infrastructure, the Netherlands encourages bicycle use with safety-enhancing policies and dedicated bike lanes. In order to understand the dynamics that influence cycling behavior, we investigate the good practices of the Dutch in using bicycles as a means of transport to work. The research highlights the need for holistic policies that take into account individual and household dynamics. By exploiting the insights from the interviews and showing photographs of cycling infrastructure in the Netherlands, we aim to contribute to sustainable commuting practices and promote cycling as a viable alternative to car travel.

Keywords: the Netherlands, daily migration, commuting, sustainability, bicycle

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Analiza razvitosti kolesarstva v Sloveniji, na Nizozemskem ter Danskem

Kolesarjenje postaja globalno pomembno kot trajnosten način prevoza s številnimi koristmi za posameznike in družbe. Prispevek primerja dejavnike, ki vplivajo na razvoj kolesarske infrastrukture in kulture v Sloveniji, na Nizozemskem in Danskem, znanih po kolesarjenju prijaznem okolju. S primerjavo podatkov o demografskih, ekonomskih in političnih spremenljivkah smo v prispevku analizirali ključne determinante, ki spodbujajo uporabo in razvoj kolesarjenja v teh državah, s poudarkom na Copenhagenize oceni. Primerjali smo podatke med rezultatom Copenhagenize, emisijami CO₂ na kilometer za nova vozila, BDP-jem na prebivalca, odsotnostjo z dela zaradi bolezni ter stopnjo smrtnosti v cestnem prometu v opazovanih državah. Ob tem so v prispevku predstavljene tudi primerjalne slike kolesarskih infrastruktur v omenjenih državah, ki so dodatno osvetlile njihove razlike in podobnosti v razvitosti kolesarstva, ter vizualno dopolnile analizo.

Ključne besede: kolesarstvo, Copenhagenize, Slovenija, Nizozemska, Danska

Analysis of the Development of Cycling in Slovenia, the Netherlands and Denmark

Cycling is becoming globally important as a sustainable mode of transport with many benefits for individuals and societies. The article compares the factors influencing the development of cycling infrastructure and culture in Slovenia, the Netherlands and Denmark, known for their cycling-friendly environment. By comparing data on demographic, economic and political variables, we analyzed the key determinants that promote the use and development of cycling in these countries, with an emphasis on the Copenhagenize assessment. We compared the data between the Copenhagenize result, CO₂ emissions per kilometer for new vehicles, GDP per capita, absenteeism due to illness, and the road traffic fatality rate in the observed countries. Moreover, the article will also present comparative images of cycling infrastructures in the mentioned countries, which will shed additional light on their differences and similarities in the development of cycling, and visually complement the analysis.

Keywords: cycling, Copenhagenize, Slovenia, the Netherlands, Denmark

Ekonomski performansi zemalja Zapadnog Balkana

Pitanje analize faktora dinamike ekonomskih performansi svake privrede, a to su i zemlje Zapadnog Balkana (Albanija, Bosna i Hercegovina, Crna Gora, Kosovo, Severna Makedonija, Srbija), je kontinuirano veoma aktuelno, izazovno, značajano i složeno. Ciljani ekonomski učinak zemalja Zapadnog Balkana može se postići efikasnom kontrolom kritičnih faktora poslovnog uspeha (cena, troškovi, kvalitet, vreme, inovacije i rast, itd.). Primena metoda višekriterijumskog odlučivanja omogućavaju adekvatnu kontrolu ključnih faktora ekonomskih performansi privreda zemalja Zapadnog Balkana. Imajući to u vidu, ovaj rad uporedno analizira ekonomske performanse privreda zemalja Zapadnog Balkana za 2022. na osnovu LMAV-DNMA metode: Srbija, Albanija, Crna Gora, Bosna i Hercegovina, Severna Makedonija i Kosovo. Ciljani ekonomski učinak zemalja Zapadnog Balkana može se postići najefikasnijim upravljanjem, inflacijom, nezaposlenošću i primljenim ličnim doznakama. Srbija je po ekonomskom učinku vodeća zemlja na Zapadnom Balkanu. Ekonomski učinak srpske privrede je u poslednje vreme značajno poboljšan. Na to je uticalo adekvatno upravljanje analiziranim statističkim varijablama (bruto domaći proizvod, inflacija, poljoprivreda, industrija, izvoz, uvoz, kapital, prihodi i porezi). Isto tako, ekonomska klima, direktne strane investicije, pandemija Covid-19, energetska kriza, digitalizacija poslovanja cele kompanije i drugi faktori. Ključne reči: ekonomija, performanse, Zapadni Balkan, LMAV-DNMA metoda

Economic Performance of Western Balkan Countries

The issue of analyzing the factors of the dynamics of the economic performance of each economy, which also means the countries of the Western Balkans (Albania, Bosnia and Herzegovina, Montenegro, Kosovo, North Macedonia, and Serbia), is continuously very current, challenging, significant, and complex. The targeted economic performance of the countries of the Western Balkans can be achieved through effective control of the critical factors of business performance (price, costs, quality, time, innovation and growth, etc.). The application of multi-criteria decision-making methods enables adequate control of the key factors of the economic performances of the economies of Western Balkan countries. Bearing that in mind, the paper comparatively analyzes the economic performance of the economies of Western Balkan countries for 2022 based on the LMAV-DNMA method: Serbia, Albania, Montenegro, Bosnia and Herzegovina, North Macedonia, and Kosovo. The target economic performance of the countries of the Western Balkans can be achieved by the most efficient management, inflation, unemployment, and received personal remittances. In terms of economic performance, Serbia is the leading country in the Western Balkans. Recently, the economic performance of the Serbian economy has improved significantly. Adequate management of the analyzed statistical variables (gross domestic product, inflation, agriculture, industry, export, import, capital, income, and taxes) has influenced this. So have the economic climate, foreign direct investments, the COVID-19 pandemic, the energy crisis, the digitalization of the entire company's operations, and other factors.

Keywords: economy, performance, Western Balkans, LMAV-DNMA method

Ukrepanje za trajnostni razvoj in darilna ekonomija

Kljub krizam in dvema vojnama v neposredni bližini ostajajo cilji strategije Evropske unije jasni in prav tako cilji Agende trajnostnega razvoja. Prav slednji pa vse bolj razkrivajo pomen modela človeškega delovanja, ki je darilna ekonomija. Živimo namreč v svetu, v katerem pravzaprav sobivata dva ekonomska modela: poleg omenjenega primarnega skozi zgodovino človeštva, je danes v kapitalistični družbeno-ekonomski ureditvi daleč najbolj prevladujoč monetarni ekonomski model. Udejanjanje trajnostnih ciljev razvoja pa vedno znova trči ob delovanje modela darilne ekonomije, ki je več kot dobrodošla pa tudi nerazumljena, celo zlorabljena in hkrati nas praksa opozarja, da denar ni ne začetek in ne konec rešitve problemov. Prispevek razkriva kaj je darilna ekonomija, njene pojavne oblike v kontekstu trenutka in daje nekatera priporočila za bolj učinkovito umeščanje darilne ekonomije za vsakodnevno ukrepanje. Namen prispevka je razumeti, zakaj trajnostni razvoj potrebuje darilno ekonomijo. Ne nazadnje darilni model vzpostavlja most med državljani in državo, državljani raziskovalci v kontekstu darilne ekonomije pa naj bi podajali profesionalcem priporočila za doseganje ciljev trajnostnega razvoja, kar je eden od aktualnih ukrepov Evropske komisije. Ključne besede: darilna ekonomija, trajnostni razvoj, kultura vrednot, institucionalizacija, državljanska znanost, socialna ekonomija

Sustainable Development Measures and Gift Economy

In spite of crises and two wars close by, the European Commission's strategy and the goals of the Agenda for Sustainable Development remain unchanged. The latter are bringing to the surface the model of gift economy. In our world two economic models coexist: the gift economy and the monetary economy model. However, when programming sustainable development measures, gift economy results appear. Yet, people are becoming more and more aware that money is neither the problem nor the solution. The paper provides information about what the gift economy is, and what it looks like in the current context of living and the economy. It also provides some recommendations for more efficient gift economy in everyday life. The goal is to understand why sustainable development needs the gift economy. The gift economy model forms a bridge between citizens and the state. Nowadays, citizens as researchers are to be of help to professional researchers, giving their recommendations for achieving sustainable development goals, which is one of the current European Commission targets.

Keywords: gift economy, sustainable development, values culture, institutionalisation, citizen science, social economy

Regenerativna ekonomija – put ka održivoj globalizaciji

Regenerativna ekonomija počinje da igra ključnu ulogu u promovisanju i postizanju globalne održivosti u savremenim privrednim sistemima, upućujući na potpuno novi koncept razvoja. Ona se fokusira na obnavljanje i unapređenje prirodnih resursa i ekosistema, a ne samo na minimiziranje negativnih uticaja. Nužnost prelaska na paradigmu regenerativne ekonomije širom sveta je sve očiglednije. Koncept „regeneracije“ i „regenerativnog rasta“ podrazumeva posmatranje privrednog sistema kao živog sistema, koji radi sa istim univerzalnim obrascem samoorganizacije, međuzavisnosti i raznolikosti različitih delova povezanih u celinu. Ovakav globalni regenerativni pogled na svet radikalno menja koncept održivosti. Održivost je dinamičan proces sinhronizovane i kontinuirane saradnje čoveka i prirode u procesu njegovog svekolikog napretka, od koga zavisi globalna budućnost. U radu će se najpre definisati sam koncept regenerativne ekonomije, a zatim objasniti neki njeni ključni principi. Imajući u vidu da je ovaj koncept čvrsto povezan sa cirkularnom ekonomijom kao njenim važnim elementom (koji se često izjednačava sa regenerativnom ekonomijom), u radu će biti učinjen pokušaj distinkcije ova dva pojma. Na kraju, biće učinjen pokušaj povezivanja novog modela razvoja sa redefinisanjem koncepta globalizacije uz insistiranje za što bržim kreiranjem novog globalnog razvojnog koncepta, koncepta održive globalizacije.
Ključne reči: regenerativna ekonomija, održivost, globalizacija

Regenerative Economy – the Way towards Sustainable Globalization

The regenerative economy is beginning to play a key role in promoting and achieving global sustainability in modern economic systems, pointing to a completely new concept of development. It focuses on restoring and improving natural resources and ecosystems, not just minimizing negative impacts. The necessity of transitioning to a paradigm of regenerative economy worldwide is becoming more and more obvious. The concept of "regeneration" and "regenerative growth" implies viewing the economic system as a living system, working with the same universal pattern of self-organization, interdependence, and diversity of different parts connected to the whole. This global regenerative world view radically changes the concept of sustainability. Sustainability is a dynamic process of synchronized and continuous cooperation between man and nature in the process of its comprehensive progress, on which the global future depends. The paper will first define the concept of the regenerative economy, and then explain some of its key principles. Bearing in mind that this concept is firmly connected with the circular economy as its important element (which is often equated with the regenerative economy), an attempt will be made to distinguish these two terms. In the end, an attempt will be made to connect the new development model with the redefinition of the concept of globalization, while insisting on the fastest possible creation of a new global development concept, the concept of sustainable globalization.

Keywords: regenerative economy, sustainability, globalization

Vplivi razvoja kadrov na delovno okolje organizacije

V času globalizacije se menedžerji poslužujejo različnih oprijemov, da bi svoje organizacije ohranili konkurenčne. Organizacije stalno povečujejo zahteve in želje po kadrih, ki so prilagodljivi, odgovorni, samoiniciativni in so sposobni delovati v skupinah. Uspešnost in konkurenčnost organizacije je odvisna predvsem od tega, na kakšen način se zaposleni vodijo in razvijajo. Razvoj kadrov je načrt za razvijanje strokovnega znanja, spretnosti in sposobnosti z namenom, da se izboljša uspešnost posameznika, skupine, procesa ali celotne organizacijske strukture. Primarna elementa za razvoj kadrov sta usposabljanje in organizacijski razvoj. Usposabljanje nadgrajuje posameznikovo strokovno znanje, medtem ko organizacijski razvoj strokovno znanje izkorišča za izboljšanje organizacijske strukture. V razvoj je zajeta tudi kariera posameznika ali priprava posameznikov na bodoče vloge ali položaje. Namen raziskave je ugotoviti, kateri so ključni elementi, ki jih zajema področje razvoja kadrov, in kako razvoj kadrov vpliva na delovno okolje. V raziskavi je uporabljena metoda pregleda literature, s katero smo iz spletnih bibliografskih baz pridobili znanstveno literaturo za pregled in analizo.

Ključne besede: Razvoj kadrov, razvoj kariere, uspešnost, usposabljanje, znanje

Impacts of HR Development on the Work Environment of the Organization

In the era of globalization, managers use different tactics to keep their organizations competitive. Organizations are constantly increasing their demands for personnel who are flexible, responsible, show self-initiative, and are able to work in groups. The success and competitiveness of an organization depend on how employees are managed and developed. Personnel development is a plan for developing professional knowledge, skills, and abilities with the aim of improving the performance of an individual, group, process, or the entire organizational structure. The primary elements for personnel development are training and organizational development. Training builds on an individual's expertise, while organizational development utilizes expertise to improve the organizational structure. Development also includes the individual's career, or the preparation of individuals for future roles. The purpose of the research is to discover the key elements of personnel development and how personnel development affects the working environment. The research uses the literature review method, which was used to obtain scientific literature for review and analysis from online bibliographic databases.

Keywords: personnel development, career development, performance, training, knowledge

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Visoka šola za proizvodno inženirstvo Celje

Vpliv organizacijske kulture na uspeh lansiranja izdelkov – študij primera HVAC industrije

V prispevku smo združili teoretična znanja o organizacijski kulturi in lansiranju produkta z empiričnimi spoznanji. Kvantitativne podatke smo z metodo anketiranja zbrali na vzorcu devetih organizacij. Na podlagi analize rezultatov vprašalnikov, pri pripravi katerih smo za merjenje organizacijske kulture uporabili tipologijo Camerona in Quinna – CVF (The Competing Values Framework), smo ugotavljali povezanost organizacijske kulture organizacij in med-funkcionalnimi ekipami za lansiranje izdelkov. Želeli smo ugotoviti, katera vrsta organizacijske kulture je najprimernejša za uspešno delovanje timov za lansiranje izdelkov. Za naš raziskovalni problem smo postavili dva raziskovalna vprašanja, ki izhajata iz ugotovitev, da organizacijska kultura vpliva na uspešnost lansiranja produkta in iz ugotovitev, katera vrsta organizacijske kulture je najbolj pomembna za uspešne ekipe.

Ključne besede: organizacijska kultura, lansiranje izdelkov, HVAC, Tuckmanov model

Impact of Organizational Culture on Product Launch Performance – Case Study on HVAC Industry

In the paper, we combined the gained knowledge about organizational culture and product launch with empirical findings. We gathered quantitative data with the use of questionnaires on the sample of nine organizations. Based on the analysis of the questionnaire results, which was prepared to measure organizational culture based on the Cameron and Quinn typology – CVF (The Competing Values Framework), we tried to establish the link between organizational culture in organizations and the cross-functional product launch teams. We aimed to establish which type of organizational culture is most appropriate for the successful functioning of product launch teams. We set two research questions for our research problem which stem from the finding that organizational culture influences the product launch performance, and the finding regarding which type of organizational culture is most relevant for successful teams.

Keywords: organizational culture, product launch, HVAC, Tuckman's model

Pomen varnostne vizite v procesu dela zdravstvene nege – pregled literature

Varnostni odklon je vsak negativni odklon od standarda zdravstvene obravnave in pričakovanih izidov zdravljenja, ki bi ali je privedel do posledic za pacienta. V delovni praksi zdravstvene nege se kaj hitro lahko zgodi, da pride do napake, bodisi zaradi stresa, pomanjkanja znanja, pomanjkanja kadra ali zaradi nepravilne komunikacije v zdravstvenem timu. Varnostne vizite pa lahko te napake in varnostne odklone zmanjšajo, saj dajo vpogled v to, kako je do napake sploh prišlo in nudijo rešitve za nadaljnje delo, kjer bi se te napake lahko preprečile. Uporabljen je bil sistematični pregled znanstvene in strokovne literature. V raziskavo so bili vključeni le tisti zadetki, ki so bili dostopni v polnem besedilu in v katerih avtorji poročajo o pomenu varnostnih vizit v procesu dela zdravstvene nege. Namen raziskave je bil raziskati in ugotoviti kakšen je pomen varnostnih vizit in varnosti pacienta ter s tem ugotoviti pomen le-tega v procesu dela zdravstvene nege z zastavljenim raziskovalnim vprašanjem: »Ali uvajanje varnostnih vizit v procesu zdravstvene nege pripomore k zmanjšanju pojava napak?«. Uporabili smo deskriptivni pristop, ki temelji na preučevanju teoretične vsebine in uporabe že obstoječe literature. V literaturi smo poiskali različne raziskave na temo varnostne vizite in njen pomen v procesu dela zdravstvene nege. V končno analizo smo vključili 10 zadetkov v polnem besedilu. Iz raziskav smo razbrali, da so varnostne vizite zelo pomembne za izboljšanje kakovosti in varnosti zdravstvene obravnave, vendar je na tem področju še vedno prisoten strah priznavanja napak. Zaposleni se bojijo izgubljenega zaupanja in celo izgube službe. Ključne besede: varnost pacienta, varnostni odklon, varnostno tveganje, pomen varnostne vizite, zdravstvena nega

The Importance of Safety Rounding in the Nursing Work Process - a Review of the Literature

Safety deviation refers to any negative deviation from the standard of health care and expected treatment outcomes that has led to or could lead to consequences for the patient. In the practice of nursing, mistakes can occur rapidly, either due to stress, lack of knowledge, staffing shortages, or improper communication within the healthcare team. Safety walkrounds can help mitigate these mistakes and safety deviations by providing an insight into their occurrence and offering solutions for future work to prevent such errors. Only those hits available in full text and reporting on the significance of safety walkrounds in the nursing process were included in the study. The aim of the research was to explore and determine the significance of safety walkrounds and patient safety, thereby assessing its importance in the nursing process with the research question "Does the implementation of safety walkrounds in the nursing process contribute to reducing the occurrence of errors?" A descriptive approach was employed, based on the examination of theoretical content and the utilization of existing literature. Various studies on the topic of safety walkrounds and their significance in the nursing process were reviewed in the literature. Ten full-text hits were included in the final analysis. From the research, it was discerned that safety walkrounds are highly important for enhancing the quality and safety of healthcare delivery. However, there is still a prevalent fear of admitting mistakes. Employees fear loss of trust and even job loss.

Keywords: patient safety, safety deviation, safety risk, safety walkrounds, importance of patient safety walkrounds, nursing care

Značaj zapošljavanja žena u digitalnoj ekonomiji

Digitalizacija biznisa ima ključan uticaj na inovacije i konkurentnost kompanija. Kroz korištenje modernih tehnoloških rješenja, biznisi dobivaju pristup najnovijim trendovima i tržišnim prilikama, što digitalizaciju čini neophodnom, a ne opcijom. Međutim, uprkos mogućnostima koje pruža digitalna ekonomija, nejednakost polova ostaje izražena, posebno u sektorima nauke, tehnologije, inženjerstva i matematike (STEM). Rodna pristranost, socijalno-kulturološke konstrukcije i strukturne prepreke ograničavaju učešće žena u digitalnom sektoru. Cilj rada je pokazati da povećanje vidljivosti uzora, integracija rodno osviještenih strategija u obrazovanje i radne prakse te smanjenje razlika u plaćama i zastupljenosti na vodećim pozicijama ključni su koraci ka većoj inkluzivnosti u digitalnoj ekonomiji. Osim što bi to moglo doprinijeti ekonomskom rastu i stvaranju novih radnih mjesta, veća zastupljenost žena u STEM područjima potencijalno bi povećala bruto domaći proizvod i promovirala pametni, održivi i inkluzivni rast, što je važan cilj EU.

Ključne riječi: digitalizacija, inovacije, konkurentnost, ekonomija, nejednakost, STEM, obrazovanje, bruto domaći proizvod, EU

The Importance of Women's Employment in the Digital Economy

Digitization of business has a key impact on the innovation and competitiveness of companies. Through the use of modern technological solutions, businesses gain access to the latest trends and market opportunities, which makes digitization a necessity, not an option. However, despite the opportunities provided by the digital economy, gender inequality remains pronounced, particularly in the science, technology, engineering, and mathematics (STEM) sectors. Gender bias, socio-cultural constructs, and structural barriers limit women's participation in the digital sector. The goal of the paper is to show that increasing the visibility of role models, integrating gender-aware strategies into education and work practices, and reducing differences in wages and representation in leadership positions are key steps toward greater inclusiveness in the digital economy. Apart from the fact that it could contribute to economic growth and the creation of new jobs, a higher representation of women in STEM fields would potentially increase the gross domestic product and promote smart, sustainable, and inclusive growth, which is an important goal of the EU.

Keywords: digitization, innovation, competitiveness, economy, inequality, STEM, education, gross domestic product, EU

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(Ne)prečišćavanje otpadnih voda u zemljama Balkana

Problem otpadnih voda u značajnoj meri doprinosi narušavanju kvaliteta životne sredine u većini balkanskih zemalja. Neadekvatno upravljanje otpadnim vodama prouzrokuje dugoročne rizike po društveno blagostanje i vitalnost celokupnog ekosistema. Cilj rada je analiza problema i sagledavanje načina rešavanja problema otpadnih voda u zemljama Balkana. U tu svrhu je korišćen EPI indeks (engl. Environmental Performance Index) za 2022. godinu. Rezultati analize pokazuju da je Slovenija najbolje rangirana od svih posmatranih zemalja kada je prečišćavanje otpadnih voda u pitanju. U ovom segmentu analize performansi životne sredine, Sloveniju slede Grčka i Hrvatska, dok najlošiji rang analiziranog indeksa beleže Severna Makedenija i Srbija. Loš rang na osnovu EPI indeksa pokazuje da se u ovim zemljama otpadne vode uopšte ne tretiraju na adekvatan način. Zaključna razmatranja obuhvataju i preporuke da se u zemljama u razvoju uvede restriktivnija zakonska regulativa, oštrijom kaznenom politikom. Bitan segment preporuka se odnosi na podizanje svesti kod stanovništva, kao i razvoj sistema za prikupljanje i prečišćavanje otpadnih voda.

Ključne reči: EPI indeks, otpadne vode, održivi razvoj, životna sredina, Balkan

Wastewater (Non-)Treatment in Balkan Countries

The problem of wastewater significantly contributes to environmental degradation in most Balkan countries. Inadequate wastewater management poses long-term risks to societal well-being and the overall ecosystem's vitality. The paper aims to analyze the wastewater issue and explore ways to address it in Balkan countries. For this purpose, the Environmental Performance Index (EPI) and the ranking for 2022 were used. The results indicate that Slovenia is the best-ranked among all the observed countries concerning wastewater treatment, followed by Greece and Croatia. On the contrary, North Macedonia and Serbia have the lowest ranks in the analyzed index. A poor rank based on the EPI index indicates that wastewater is not treated adequately in these countries. The concluding considerations include recommendations for introducing more restrictive legislative regulations and stricter penal policies in developing countries. An essential aspect of the recommendations involves raising awareness among the population and developing systems for wastewater collection and treatment.

Keywords: EPI, wastewater, sustainable development, environment, Balkans

Inovacije v upravljanju okolja: ekspertni sistemi in modeli za napredno podporo odločanju v biodiverziteti tal

V zapletenem svetu upravljanja okolja so odločitve večplastne in se morajo spopasti z negotovo prihodnostjo in kompleksnimi ekosistemskimi povezavami. Ta raziskava se osredotoča na razvoj in uporabo sistemov za podporo odločanju (DSS), ki obsegajo kvalitativno orodje DEXi in kvantitativni pristop Izboljšanega logičnega sita (ILS), za oceno biodiverzitet in funkcij habitatov tal. Poudarek je na nujnosti IKT sistemov pri podpori odločitev o okoljskih vprašanjih, ki zahtevajo večkriterijske odločitvene modele za obvladovanje negotovosti. DEXi omogoča dinamično prilagajanje odločitvenih pravil in njihovo vizualizacijo, kar je vitalno za zapletene okoljske ocene. ILS prenaša meritve v kategorične podatke, ključne za pridobivanje zanesljivih informacij. V raziskavi je predstavljen Java applet, razvit za avtomatizacijo izračunov talnih funkcij, kar vključuje določanje pomena atributov in transformacijo kvantitativnih ocen v kvalitativne presoje. Zaključki poudarjajo pomembnost nadaljnjega izboljšanja DSS modelov in validacijo z dejanskimi podatki. Predlagajo se nadgradnje, kot je razvoj večfunkcionalnega logičnega sita za izboljšano upravljanje okolja. Ta študija izpostavlja, kako lahko DSS izboljšajo okoljsko odločanje in nakazujejo smeri za prihodnje razvojne priložnosti ter oblikovanja politike v tem sektorju.

Ključne besede: podpora pri odločanju, ekspertni sistemi, biodiverziteti tal, izboljšano logično sito, dexi

Innovations in Environmental Management: Expert Systems and Models for Advanced Decision Support in Soil Biodiversity

In the complex world of environmental management, decisions are multi-faceted and must contend with an uncertain future and intricate ecosystem interconnections. The research focuses on the development and application of decision support systems (DSS), encompassing the qualitative tool DEXi and the quantitative approach of the improved logical sieve (ILS), to assess soil biodiversity and habitat functions. Emphasis is placed on the necessity of ICT systems in supporting decisions on environmental issues that demand multi-criteria decision models to manage uncertainty. DEXi allows for dynamic adjustment of decision rules and their visualization, which is vital for complex environmental assessments. ILS translates measurements into categorical data, crucial for obtaining reliable information. The study presents a Java applet developed to automate the calculations of soil functions, incorporating the determination of attribute relevance and the transformation of quantitative assessments into qualitative judgments. Conclusions highlight the importance of further improving DSS models and validating them with actual data. Upgrades, such as developing a multi-functional logical framework, are suggested for enhanced environmental management. The research underscores how DSS can improve environmental decision making and indicates directions for future development opportunities in this sector.

Keywords: decision support, expert systems, soil biodiversity, improved logical sieve, DEXi

Otpori (nesnalaženja) malih društava sveprisutnoj globalizaciji

Pojačavanjem krize u okvirima EU ali i jačanjem nacionalnih političkih nerazumijevanja unutar BiH natjerao je pojedine evropske lidere iz EU da se aktivnije i suštinski pozabave stanjem u BiH i kako ova zemlja može biti dio porodice Unije, kojoj geografski, kulturološki i civilizacijski oduvijek pripada. Istraživanje na nivou BiH jasno pokazuje sve manju zainteresovanost građana za poništavanje svojih kulturoloških i nacionalni posebnosti u korist agresivne i rušilačke globalizacije koja neštedimice nadolazi. Mlada i nedovoljno razvijena društva kao što je BiH, uz to još i nacionalno i sociio-kulturološkim podijeljena još više su frustrirana unifikacijom i potiranjem svih različitosti i karakteristika koje su odrednice tog naroda. U tom kontekstu se sagledava i moguće članstvo BiH u EU, koje sada na putu tek odškrinutih vrata željenim pregovorima stvara konfuziju i podjele. Pojam negativne globalizacije sa prije svega veže za ekspanzionističke politike SAD koje nemaju milosti prema malim i nezaštićenim društvima, zajednicama i državama. Rat u Ukrajini je samo potvrdio razmišljanja najvećeg broja ispitanjkih građana BiH da je pred naletom ucjena, ultimatumima i želja za dominacijom SAD poklekla EU, a prije toga najveće ekonomije te unije ne pitajući niti dajući mogućnost da zemlje te zajednice izkažu svoje stavove, želje i protivljenja. Nacionalne posebnosti i vrijednosti naroda su podređene kolonijalnim ambicijama gdje je sve podređeno profitu i apsolutnoj političkoj i vojnoj dominaciji.

Ključne riječi: globalizacija, profit, nacionalne posebnosti, dominacija bezidejnost,

Resistance (Disorientation) of Small Societies in Relation to Ubiquitous Globalization

Due to the growing crisis within the EU and the increasing national political dissent within Bosnia and Herzegovina, individual EU leaders are now examining the situation in BiH more actively and thoroughly in order to make this country a part of the EU family, to which it has always belonged in light of its geography, culture and civilization. Research conducted in BiH clearly shows the declining interest of its citizens in setting aside their special cultural and national characteristics in favour of an aggressive and destructive globalization that is ruthlessly on its way. Young and underdeveloped societies such as BiH, which are also nationally and socioculturally divided, are even more frustrated by this unification and the suppression of all the differences and characteristics that make up this nation. Bosnia and Herzegovina's potential membership in the EU is also viewed in this context; now that the desired negotiations are open, it is creating confusion and divide. The concept of negative globalization is primarily associated with the expansionist policies of the USA, which show no mercy towards small and unprotected societies, communities, and countries. The war in Ukraine has merely confirmed the beliefs of the majority of surveyed BiH citizens that the EU has given in to American blackmail, ultimatums, and desire to dominate, with the biggest economies in the union not even giving the member states the opportunity to express their views, desires, and opposition beforehand. The special national characteristics and values of the nation are subordinate to colonial ambitions, where everything is subordinate to profit and to absolute political and military domination.

Keywords: globalization, profit, special national characteristics, domination, absence of ideas, uniformity, dissatisfaction, lack of freedom

Analiza i ocjena e-obrazovanja na primjeru e-platfome Moodle

Uvođenje e-obrazovanja donosi nove zahtjeve i izazove, posebno u zemljama u razvoju. Ključne komponente izgradnje i razvoja ovog oblika obrazovanja uključuju proces dizajna, isporuke, integracije i podrške. Međutim, mnogi obrazovni administratori percipiraju e-obrazovanje samo kao digitalizaciju postojećih materijala, što nije efikasan pristup. Implementacija e-obrazovanja u zemljama u razvoju suočava se s preprekama poput nedostatka infrastrukture, kulturnih promjena, zaštite autorskih prava i lokalizacije sadržaja. Unatoč izazovima, projekcije pokazuju da će zemlje u razvoju postići potrebnu razinu informacijske tehnologije za uspješno korištenje e-obrazovanja. Ključno je proučiti iskustva razvijenih zemalja i istražiti lokalne uvjete kako bi se razvio adekvatan model e-obrazovanja.

Ključne riječi: E-obrazovanje, obrazovne institucije, implementacija, izazovi, zemlje u razvoju, informacijska tehnologija, kulturne promjene, lokalizacija, iskustva, modeli

Analysis and Assessment of e-Education on the Example of the Moodle e-Platform

The introduction of e-education brings new requirements and challenges, especially in developing countries. The key components of building and developing this form of education include the process of design, delivery, integration, and support. However, many educational administrators perceive e-education only as the digitization of existing materials, which is not an effective approach. The implementation of e-education in developing countries faces obstacles such as lack of infrastructure, cultural changes, copyright protection, and localization of content. Despite the challenges, projections show that developing countries will achieve the necessary level of information technology for the successful use of e-education. It is crucial to explore the experiences of developed countries and explore local conditions in order to develop an adequate model of e-education.

Keywords: e-education, educational institutions, implementation, challenges, developing countries

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Učinkovitost kineziološkega traku na rehabilitacijo poškodb

Kinesiotape je material, ki ga je razvil japonski kiropraktik Dr. Kenzo Kase, saj je želel izboljšati učinkovitost športnikov. Priljubljenost tega je poskočila leta 1988, ko so ga uporabljali pri športnikih olimpijskih iger v Seulu. Izdelan je iz bombaža in posnema kožo s podobno strukturo in debelino. Trak je vodoodporen in lahko ostane na koži do 7 dni. Učinki traka so zmanjšanje bolečine in povečanje limfne drenaže in krvne cirkulacije v podkožju. Namen študije je, da na podlagi pregleda literature pregledamo učinek kineziotapinga na izid rehabilitacije po poškodbah, in sicer na bolečino, gibljivost, funkcionalnost, moč in kvaliteto življenja. Iskanje literature je potekalo v podatkovnih bazah PubMed, EBSCO, Science Direct, Google Scholar in PEDro s ključnimi besedami v angleškem jeziku (kinesiotaping [Title/Abstract]) AND (improve [Title/Abstract]) AND (treatment [Title/Abstract]) AND (injury [Title/Abstract]). Analizirali smo 10 raziskav, v katerih so raziskovalci preučevali vpliv kineziotapinga na potek rehabilitacije različnih poškodb. Rezultati po pregledu raziskav, so pokazali, da ima kineziotaping pozitiven učinek na potek rehabilitacije. Pri številnih je zmanjšal bolečino, izboljšal gibljivost, povečal moč in posledično izboljšal kakovost življenja.

Ključne besede: kineziotaping, izboljšati, zdravljenje, poškodba

The Effectiveness of Kinesiology Tape on Injury Rehabilitation

Kinesiotape is a material developed by Japanese chiropractor Dr. Kenzo Kase with the aim of enhancing athletes' performance. Its popularity soared in 1988 when it was used on athletes at the Seoul Olympic Games. Made from cotton, it mimics the skin with similar structure and thickness. The tape is waterproof and can remain on the skin for up to 7 days. Its effects include pain reduction and increased lymphatic drainage and blood circulation in the subcutaneous tissue. The purpose of the study is to review the effect of kinesiotaping on rehabilitation outcomes following injuries, specifically on pain, range of motion, functionality, strength, and quality of life. A literature search was conducted in databases including PubMed, EBSCO, Science Direct, Google Scholar, and PEDro using English keywords (kinesiotaping [Title/Abstract]) AND (improve [Title/Abstract]) AND (treatment [Title/Abstract]) AND (injury [Title/Abstract]). Ten studies were analyzed, investigating the impact of kinesiotaping on the rehabilitation process of various injuries. The results of the literature review showed that kinesiotaping has a positive effect on the rehabilitation process. It reduced pain in many cases, improved range of motion, increased strength, and consequently enhanced quality of life.

Keywords: kinesiotaping, improve, treatment, injury

Zadovoljstvo poslom u Republici Hrvatskoj

U posljednjih nekoliko desetljeća u poduzećima sve više jača svijest o tome da su zadovoljni zaposlenici istovremeno i produktivni zaposlenici, odnosno da su spremni dati puni doprinos ostvarivanju organizacijskih ciljeva. U tom kontekstu govore rezultati brojnih empirijskih istraživanja koja su pokazala da zadovoljstvo zaposlenika utječe na poslovnu uspješnost poduzeća, povećava se radna izvedba, manje je izostanaka s posla, manje je odlazaka na bolovanje i manja je fluktuacija zaposlenika. Globalizacijski procesi ubrzali su migracije zaposlenika te su se mnoga poduzeća na globalnoj razini susrela s brojnim problemima u poslovanju upravo zbog nedostatka kvalificirane radne snage. Zbog velikog značaja ove teme, u Republici Hrvatskoj je u periodu od 2022.–2023. godine provedeno istraživanje koje je na uzorku od 284 sudionika ispitivalo faktore koji utječu na zadovoljstvo poslom promatrane prema: Spectorovoj (1985) klasifikaciji faktora zadovoljstva poslom, socio-demografskim obilježjima zaposlenika te percepciji sigurnosti zaposlenja. Imajući u vidu rezultate istraživanja formulirane su određene preporuke za unapređenje menadžmenta ljudskih resursa kako bi se motivacijom zadovoljstvo zaposlenika podiglo na višu razinu iz čega bi proizašle mnoge pozitivne konzekvence za poduzeća koja imaju sličan socio-kulturni ambijent i historijsko nasljeđe.

Ključne riječi: zadovoljstvo zaposlenika, globalizacijski procesi, motivacija zaposlenika

Job Satisfaction in Croatia

In the last few decades, there has been a growing awareness in companies that satisfied employees are also productive employees, i.e., that they are ready to make a full contribution to the achievement of organizational goals. In this context, the results of numerous empirical studies show that employee satisfaction affects the company's business performance; work performance increases; absenteeism from work is reduced; sick leave is reduced; and employee turnover is lower. Globalization processes have accelerated the migration of employees, and many companies at the global level have encountered numerous problems in business precisely because of the lack of qualified labor. Due to the great importance of this topic, a study was conducted in the Republic of Croatia in the period from 2022 to 2023 on a sample of 284 participants that examined the factors that influence job satisfaction according to: Spector's (1985) classification of job satisfaction factors, socio-demographic characteristics of employees, and the perception of job security. Bearing in mind the results of the research, certain recommendations were formulated for the improvement of human resources management in order to raise employee satisfaction to a higher level through motivation, which would result in many positive consequences for companies that have a similar socio-cultural environment and historical heritage.

Keywords: employee satisfaction, globalization processes, employee motivation

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Zdravljenje osteoartritisa kolena z mezenhimskimi matičnimi celicami

Osteoarthritis (OA) je pogosta degenerativna bolezen kolenskega sklepa. Prevalenca bolezni narašča s starostjo, dejavniki tveganja so tudi debelost, spol, genetika, ponavljajoče obremenitve, anatomske nepravilnosti, določena bolezenska stanja ter travma sklepa. Neprimerne obremenitve, povečana sinteza citokinov in proteolitičnih encimov vodi v pospešeno degradacijo in poškodbo sklepnega in ob sklepnega tkiva. Zdravljenje OA vključuje medikamentozno, konzervativno zdravljenje, z napredovanjem bolezni menjavo prizadetega sklepa. Nove možnosti zdravljenja predstavlja terapija z mezenhimskimi matičnimi celicami (MSC). Namen raziskave je pregled literature o učinkovitosti terapije z MSC pri zdravljenju OA kolena. Uporabljena je bila opisna metoda dela, sistematični pregled strokovne in znanstvene literature. Angleški članki so bili iskani v podatkovnih bazah PEDro, PubMed Central in SPRINGER Open. Vključene so bile meta-analize, sistematični pregledi in randomizirane kontrolirane raziskave, izvedene med letom 2019 in 2023, v katerih so preučevali učinkovitost zdravljenja z MSC pri OA kolena. Raziskave kažejo večjo učinkovitost avtolognih MSC maščobnega tkiva. V vseh raziskavah je bilo zaslediti dokazano izboljšanje bolečine (VAS lestvica) in vrednosti WOMAC in/ali KOOS indeksa (do 36 mesecev). Terapija z MSC obeta pozitivne zdravstvene izide, potrebne so nadaljne raziskave na področju standardizacije odmerjanja in pogostosti injiciranja terapije z MSC.

Ključne besede: terapija z mezenhimskimi matičnimi celicami, osteoarthritis kolena in regenerativna medicina

Treatment of Knee Osteoarthritis with Mesenchymal Stem Cells

Osteoarthritis (OA) is a common degenerative disease of the knee joint. The prevalence of the disease increases with age, and risk factors include obesity, gender, genetics, repetitive stress, anatomical abnormalities, certain medical conditions, and joint trauma. Inappropriate loading, increased synthesis of cytokines and proteolytic enzymes lead to accelerated degradation and damage to joint and periarticular tissues. Treatment of OA includes medication and conservative therapy, with joint replacement as the disease progresses. New treatment options include therapy with mesenchymal stem cells (MSCs). The aim of the study is to review the literature on the effectiveness of MSC therapy in the treatment of knee OA. A descriptive method of work was used, along with a systematic review of professional and scientific literature. English articles were searched in the databases PEDro, PubMed Central, and SPRINGER Open. Meta-analyses, systematic reviews, and randomized controlled trials conducted between 2019 and 2023, examining the effectiveness of MSC treatment for knee OA, were included. Research shows greater effectiveness of autologous MSCs from adipose tissue, with all studies demonstrating proven improvement in pain (VAS scale) and WOMAC and/or KOOS index values (up to 36 months). MSC therapy promises positive health outcomes, and further research is needed on standardizing the dosage and frequency of MSC therapy injections.

Keywords: mesenchymal stem cell therapy, knee osteoarthritis, regenerative medicine

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Prisotnost stereotipov in predsodkov med zdravstvenimi delavci

Praksa oskrbe pacientov z duševnimi motnjami iz marginaliziranih skupin se v Evropi razlikuje. Le četrtnina oseb, ki so v preteklosti že bile v duševni stiski, je dejansko tudi poiskala pomoč. Marginalizirani ljudje poročajo o višjih stopnjah viktimizacije in diskriminacije v primerjavi z ljudmi s privilegiranimi identitetami in posledično poročajo tudi o višjih stopnjah bolezni ter slabši kakovosti zdravstvene obravnave. Namen prispevka je tako identifikacija vrzeli med potrebami in celovito, integrirano in kontinuirano zdravstveno obravnavo različnih skupin marginaliziranih odraslih na področju duševnega zdravja v povezavi z odnosom zdravstvenih delavcev do njih. Podatki so bili pridobljeni s pomočjo pregleda literature.

Ključne besede: stereotipi, predsodki, zdravstveni delavci

The Presence of Stereotypes and Prejudices among Healthcare Workers

Care practices for patients with mental disorders from marginalized groups vary across Europe. Only a quarter of people who have been in mental distress in the past actually sought help. Marginalized people report higher rates of victimization and discrimination compared to people with privileged identities, and consequently also report higher rates of disease and poorer quality of health care. The purpose of the research is the identification of the gap between the needs and the comprehensive, integrated and continuous health treatment of different groups of marginalized adults in the field of mental health in connection with the attitude of healthcare workers towards them. Data will be retrieved with a literature review.

Keywords: stereotypes, prejudices, health professionals

Stili vodenja negovalnih timov in lastnosti dobre vodje

Razumevanje zdravstvenega osebja o stilih vodenja njihovih nadrejenih ima velik vpliv na njihovo dobro počutje na delovnem mestu. Učinkovito vodenje v zdravstvu je ključnega pomena za izboljšanje in povečevanje učinkovitosti dela in sistemov zdravstvenega varstva. Zaposlitev je bistveni element življenja odraslega človeka, ki ne zagotavlja le dohodka, temveč tudi občutek angažiranosti, identifikacijo vlog, telesno in duševno stimulacijo ter dobro počutje osebja na sodobnem delovnem mestu. Trenutni izzivi, s katerimi se soočajo sistemi zdravstvenega varstva, v povezavi s pomanjkanjem zdravstvenih delavcev, od menedžerjev in vodij zahtevajo, da se naučijo različnih stilov vodenja in strategij opolnomočenja osebja. Vodenje je vedenje posameznika, ki usmerja dejavnosti skupine k skupnemu cilju. Vodje zdravstvene nege imajo vodilno vlogo pri upravljanju bolnišnic. Glavne študije kažejo pozitivno razmerje med stili vodenja vodij in zadrževanjem osebja, razvojem osebja, zadovoljstvom pri delu, organizacijo in predanostjo medicinskih sester, zadovoljstvo uporabnikov zdravstvene nege ter nižje stopnje stresa in izgorelosti na delovnem mestu. Decentraliziran slog vodenja, zaposlitvene možnosti in dostop do stalnega strokovnega razvoja lahko izboljšajo tako ohranjanje negovalnega osebja kot oskrbo pacientov.

Ključne besede: stili vodenja, lastnosti dobrega vodje, delovno okolje

Management Styles of Nursing Teams and the Characteristics of a Good Leader

Healthcare professionals' understanding of their supervisors' leadership styles has a major impact on their well-being in the workplace. Effective health management is key to improving and increasing the efficiency of work and healthcare systems. Employment is an essential element of adult life, providing not only income, but also a sense of engagement, role identification, physical and mental stimulation, and well-being of staff in a modern workplace. Current challenges faced by healthcare systems, coupled with a shortage of healthcare professionals, require managers and leaders to learn different leadership styles and staff empowerment strategies. Leadership is the behavior of an individual that directs the activities of a group towards a common goal. Nursing managers play a leading role in the management of hospitals. Major studies show a positive relationship between leadership styles and staff retention, staff development, job satisfaction, organization and dedication of nurses, satisfaction of nursing users, and lower levels of stress and burnout in the workplace. A decentralised management style, employment opportunities, and access to continuous professional development can improve both the retention of nursing staff and patient care.

Keywords: leadership styles, qualities of a good leader, work environment

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Izazovi univerziteta: strukturne promene i kvalitet obrazovanja

Cilj ove studije je da metodom analize sagleda domete i ograničenja karakteristika vremena, kao konteksta u kome smo svedoci dinamičnih globalizacijskih promena, obeleženih nestabilnošću i neizvesnošću, opštim, globalnim paradigmatiskim preokretom u razumevanju društvene uloge i funkcije znanja i obrazovanja. Analizira se odraz neoliberalne ideologije u sudaru sa teorijskim diskursom poststrukturalizma ili postmoderne u filozofiji obrazovanja i pratećim talasom kritičko-emancipatornih struja koje nastoje da prodru kao tendencije emancipacije sapostojanja mnoštva perspektiva. U prethodnom kontekstu diskutuje se pitanje ograničavajućih aspekata standarda u sistemu vrednovanja kvaliteta obrazovanja sa dometima koji ne uspevaju da prodru u suštinu kvaliteta obrazovanja, a time ni u suštinske karakteristike fenomena visokog obrazovanja. Nalazima eksplorativnih istraživanja, koautora ove studije, o nivou ostvarenosti kompetencija, zacrtanih Evropskim kvalifikacionim okvirom argumentuju se stavovi o slabim dometima standarda i potrebi za promenama pristupu praćenju i vrednovanja kvaliteta visokog obrazovanja.

Ključne reči: strukturne promene, kvalitet visokog obrazovanja

University Challenges: Structural Changes and Quality of Education

The aim of the study is to analyze the scope and limitations of the characteristics of time, as a context in which we are witnessing dynamic globalization changes, marked by instability and uncertainty, a general, global paradigmatic shift in the understanding of the social role and of the function of knowledge and education. It analyzes the reflection of neoliberal ideology in collision with the theoretical discourse of poststructuralism or postmodernism in the philosophy of education and the accompanying wave of critical emancipatory currents that seek to penetrate into education as emancipatory tendencies of the existence of a multitude of perspectives. In the previous context, the question of the limiting aspects of standards in the system of evaluating the quality of education is discussed, with scopes that fail to penetrate into the essence of the quality of education, nor into the essential characteristics of the phenomenon of higher education. The findings of the exploratory research, conducted by the co-authors of this study, on the level of achievement of competences outlined by the European Qualifications Framework argue in favour of the views on the weak scope of standards and the need for changes in the approach to monitoring and evaluating the quality of higher education.

Keywords: structural changes, quality of higher education

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Izazovi univerziteta: veštačka inteligencija i etička pitanja

Ovaj rad istražuje izazove i probleme koji nastaju u primeni veštačke inteligencije i najnovije ChatGPT tehnologije na univerzitetu. Nedavna otkrića u obradi prirodnog jezika (eng. *Natural Language Processing* - NLP) omogućila su sintezu i razumevanje koherentnog teksta na otvoren način, prevodeći teorijske algoritme u njihovu praktičnu primenu. Veliki jezički model (eng. *Large Language Model* - LLM) značajno je unapredio izradu softvera za sumiranje izveštaja i autorizovanje tekstova. Međutim, nedavna empirijska istraživanja su utvrdila nekoliko etičkih problema u naprednom ChatGPT modelu i pokazalo se da ovaj model veštačke inteligencije ima svoje nedostatke u vidu etičke i društvene opasnosti od neodgovornog ponašanja koje uključuje pitanja ugrožavanja privatnosti, kvaliteta učenja, transparentnosti i druge etičke aspekte. Da bi se to ispravilo potrebno je uraditi sistemsko ispitivanje i korisničku studiju o etičnosti trenutne upotrebe ChatGPT modela kako bi se bolje razumele i otklonile praktične karakteristike etičkih opasnosti. U međuvremenu, etički aspekti korišćenja ChatGPT-a zahtevaju njegovo pažljivo planiranje i implementaciju, uz jasne smernice o odgovornom korišćenju, kako bi se na najbolji način iskoristile prednosti ove tehnologije, uz vođenje računa o rizicima i etičkim dilemama.

Ključne reči: veštačka inteligencija, etička pitanja, nedostaci, opasnosti

University Challenges: Artificial Intelligence and Ethical Issues

The paper explores the challenges and problems that arise in the application of artificial intelligence and the latest ChatGPT technology at university. Recent discoveries in Natural Language Processing (NLP) have made it possible to synthesise and understand coherent text in an open way, translating theoretical algorithms into their practical application. The Large Language Model (LLM) has significantly improved the development of software for summarizing reports and authoring texts. However, recent empirical research has identified several ethical problems in the advanced ChatGPT model, highlighting its inherent shortcomings due to the ethical and social danger of irresponsible behaviour. These shortcomings include issues of compromising privacy, learning quality, transparency, and other ethical dimensions. To better understand and get rid of the practical aspects of ethical risks, it is necessary to do a system review and a user study on the ethics of how the ChatGPT model is currently used. In the meantime, the ethical aspects of using ChatGPT require careful planning and implementation, with clear guidelines on responsible use, in order to make the best possible use of the advantages of this technology while taking into account the risks and ethical dilemmas.

Keywords: artificial intelligence, ethical issues, shortcomings, dangers

Fleksibilno obrazovanje kao veza između svijeta rada i visokog obrazovanja”

Fleksibilnost obrazovanja i učenja je tema o kojoj se puno raspravlja u posljednje vreme u visokom obrazovanju. Upravo ovaj rad analizira kako se posle pandemije, razvijaju različiti (novi) oblici učenja, koji su prilagodljivi društvima koja inače pate od nedostatka radne snage. Takav oblik obrazovanja je fleksibilno obrazovanje, koje se razvija naročito u Nizemskoj poslednjih deset godina. Stručnjaci iz Visoke škole za turizam i menadžment Konjic analiziraju tip nastave i obrazovanja još od 2018. godine, a svoje radove su intenzivirali naročito posle pandemije, koja stvorila bolje uslove za nove načine primene edukativnih tehnologija. Oni u svojim eksperimentima i istraživanjima kombinuju fleksibilno učenje i nastavu sa obrazovanjem najugroženijih kategorija u društvu, kao što su obespravljene žene. Zato oni uvodeći fleksibilno obrazovanje za njih, dodaju i novi element a to je podrška ovom projektu kroz primenu crowdfundinga. U radu se daju i preporuke kako ova kombinacija omogućava poslodavcima da budu i aktivni partneri u visokom obrazovanju.

Ključne reči: fleksibilno obrazovanje, učenje kroz rad, crowdfunding, obespravljene žene, poslodavci

Flexible Education as a Link between the World of Work and Higher Education

The flexibility of education and learning is a topic that has been discussed a lot lately in higher education. The paper analyzes how, after the pandemic, different (new) forms of learning are being developed, which are adaptable to societies that normally suffer from a lack of labor force. This form of education is flexible education, which has been developing especially in the Netherlands for the last ten years. Experts from the Konjic College of Tourism and Management have been analyzing the type of teaching and education since 2018, and they intensified their work especially after the pandemic, which created better conditions for new ways of applying educational technologies. In their experiments and research, they combine flexible learning and teaching with the education of the most vulnerable categories in society, such as disenfranchised women. Therefore, by introducing flexible education for them, they have also added a new element, namely support for this project through the application of crowdfunding. The paper also gives recommendations on how this combination enables employers to be active partners in higher education.

Keywords: flexible education, work-integrated learning, crowdfunding, disenfranchised women, employers

Študenti zdravstvene nege in obvladovanje bolnišničnih okužb

Bolnišnične okužbe postajajo vse večji problem. Najbolj pogoste so pri obravnavi hospitaliziranih pacientov v bolnišnicah, pri pacientih, ki bivajo v socialnovarstvenih zavodih in med postopki rehabilitacije. Posledice omenjenih okužb so podaljšano bivanje v bolnišnici, dodatno zdravljenje in povečani stroški le tega, pa tudi nezadovoljstvo pacientov in svojcev. Z raziskavo smo ugotavljali stališča študentov zdravstvene nege o dejavnikih, ki povzročajo nastanek bolnišničnih okužb, in o higieni rok kot ključnem dejavniku preprečevanja in obvladovanja bolnišničnih okužb. Zanimala nas je tudi pogostost izvajanja ukrepov za preprečevanje omenjenih okužb. Uporabili smo kvantitativni način raziskovanja, podatke smo pridobili z anketiranjem študentov. Študenti so se najbolj strinjali, da je pri higieni rok bistvenega pomena, da dosežemo vse površine rok, da predstavljajo invazivni posegi najpomembnejši dejavnik tveganja za nastanek okužbe ter da si 98 % anketiranih pogosto oz. vedno razkuži roke pred in po stiku s pacientom. Ker bolnišničnih okužb ni mogoče povsem preprečiti, jih lahko omejimo, pri čemer je pomembno dosledno izvajanje higiene rok in redno izobraževanje vseh zaposlenih.

Ključne besede: bolnišnične okužbe, higiena rok, zdravstvena nega, študent zdravstvene nege

Nursing Students and the Management of Nosocomial Infections

Hospital-acquired infections are becoming a growing problem. Most often, they arise mainly during the treatment of hospitalized patients in hospitals, as well as in patients staying in social welfare institutions, and during rehabilitation procedures. The consequences of the aforementioned infections are prolonged hospital stays, additional treatment, and increased costs, as well as patient and family dissatisfaction. With the research, we have determined the views of nursing students on the factors that cause the occurrence of hospital-acquired infections and on hand hygiene as a key factor in the prevention and control of hospital-acquired infections. We were also interested in the frequency of implementation of measures to prevent the aforementioned infections. We used a quantitative research method; we obtained data by surveying students. The students mostly agreed that when it comes to hand hygiene, it is most important to reach all surfaces of the hands, and that invasive interventions are the most important risk factor for the onset of infection. A total of 98% of the respondents often or always disinfect their hands before and after contact with a patient. Since hospital-acquired infections cannot be completely prevented, they can be limited, whereby consistent implementation of hand hygiene and regular training of all employees are important.

Keywords: nosocomial infections, hand hygiene, nursing, nursing student

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Metode, oblike in nova sredstva (umetna inteligenca) v izobraževanju odraslih

Učenje poteka v različnih učnih okoljih in na različne načine ter se razvija vse življenje, kar prispeva k celovitemu razvoju tako posameznika kot tudi družbe. Raznolike metode in oblike ter sredstva v izobraževanju odraslih so se, predvsem v zadnjih nekaj letih, korenito spremenile. Razlog sprememb se skriva v izjemnem tehnološkem napredku ter razvoju in uporabi novih sredstev (umetne inteligence), ki segajo tudi na področje pedagoških znanosti. Namen raziskave je s podatki, ki smo jih pridobili s kvalitativnim raziskovalnim pristopom in deskriptivno metodo dela, z uporabo štirih konceptov metaparadigme (učitelj, učenec, vsebina in okolje) ugotoviti vpliv uporabe ustreznih metod, oblik in novih sredstev (umetne inteligence) na izobraževanje. Na podlagi pregledane strokovne literature, pridobljene s pomočjo spletnih bibliografskih baz COBISS, CINAHL in Google Scholar, ugotavljamo, da so se metode in oblike dela, predvsem pa nova sredstva – umetna inteligenca, znotraj izobraževanja odraslih, v zadnjih letih spremenile in se še spreminjajo. Tovrstne spremembe bi lahko v naslednjih petih do desetih letih vplivale tudi na vse izobraževalne sisteme pri nas in drugod po svetu.

Ključne besede: izobraževanje, metode, oblike, umetna inteligenca

Methods, Forms and New Means (Artificial Intelligence) in Adult Education

Learning takes place in different learning environments and in different ways; it develops throughout life, contributing to the comprehensive development of both the individual and society. The various methods, forms and means of adult education have changed radically, especially in the last few years. The reason for the changes lies in the extraordinary technological progress and the development and use of new means (artificial intelligence), which also extend to the field of pedagogical sciences. The purpose of the research is to determine the impact of the use of appropriate methods, forms and new means (artificial intelligence) on education using the four metaparadigm concepts (teacher, student, content, and environment). Based on the peer-reviewed literature obtained with the help of the online bibliographic databases COBISS, CINAHL and Google Scholar, we conclude that methods and forms of work, and especially new means (artificial intelligence), within adult education have changed in recent years and continue to change. Such changes could also affect all education systems at home and around the world over the next five to ten years.

Keywords: education, methods, forms, artificial intelligence

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Splošna bolnišnica Brežice

Higiena rok v enotah intenzivne terapije

Pravilna higiena rok je eden od temeljnih ukrepov za preprečevanje bolnišničnih okužb, ki se v enotah intenzivne terapije še posebej pogoste, saj so pacienti pogosto najbolj ranljivi zaradi imunske oslabiljenosti ali odprtih ran, kar je še dodaten dejavnik tveganja za okužbe. Pomembnost higiene rok je še posebej izpostavljena v luči naraščajoče odpornosti mikroorganizmov na antibiotike. Pravilno umivanje rok s tekočo vodo in milo ter uporaba dezinfekcijskih sredstev na osnovi alkohola je, po mnenju strokovnjakov, ena izmed najučinkovitejših metod preprečevanja širjenja okužb. Kljub temu pa se še vedno pogosto srečujemo s problemom neupoštevanja ali nepravilnega izvajanja higiene rok med zdravstvenim osebjem. V prispevku so podrobneje predstavljene smernice in protokoli za higieno rok, kar je ključnega pomena za zagotavljanje varnosti pacientov in zdravstvenega osebja na enotah intenzivne terapije. Predstavljeni so tudi izzivi in ovire pri doslednem izvajanju higiene rok, kot je pomanjkanje časa, nezadostna ozaveščenost zaposlenih ter omejen dostop do ustrezne opreme. V članku so tudi predstavljeni statistični podatki Statističnega urada Slovenije o higieni rok v izbranih enotah intenzivne terapije v letu 2022 v Sloveniji, v katerih je bila ugotovljena je bila 84,7 % doslednost glede higiene rok.

Ključne besede: umivanje rok, razkuževanje rok, bolnišnične okužbe, enote intenzivne terapije

Hand Hygiene in Intensive Care Units

Proper hand hygiene is one of the fundamental measures for preventing hospital-acquired infections, which are particularly common in intensive care units, where patients are often most vulnerable due to immunosuppression or open wounds, which further increases the risk of infections. The importance of hand hygiene is especially highlighted in the face of increasing antimicrobial resistance among microorganisms. According to experts, proper handwashing with soap and water and the use of alcohol-based disinfectants are among the most effective methods for preventing the spread of infections. However, the problem of non-compliance or improper implementation of hand hygiene among healthcare staff is still frequently encountered. The article provides detailed guidelines and protocols for hand hygiene, which are crucial for ensuring the safety of patients and healthcare workers in intensive care units. It also addresses the challenges and barriers to consistent hand hygiene practices, such as lack of time, insufficient awareness among staff, and limited access to appropriate equipment. In the article, statistical data from the Statistical Office of Slovenia regarding hand hygiene in selected intensive care units in Slovenia in 2022 is also presented, showing that there was an 84.7% consistency rate regarding hand hygiene.

Keywords: hand washing, hand sanitizing, hospital-acquired infections, intensive care units

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Družbeni mediji in trženje (v majhnih in srednje velikih podjetjih)

Trženje v podjetništvu je proces, ki vključuje prepoznavanje, razumevanje in zadovoljevanje potreb ter želja ciljne publike s ponudbo izdelkov ali storitev podjetja. To vključuje načrtovanje, izvajanje in nadzor marketinških aktivnosti, ki prispevajo k ustvarjanju in ohranjanju dolgoročnih odnosov s strankami ter doseganju ciljev podjetja. Gledano s podjetniškega vidika gre pri tem za čimbolj dobičkonosno zadovoljevanje potreb kupcev. V današnjih časih podjetja dajejo vedno večji pomen trženju s pomočjo družbenih medijev. Z razvojem tehnologije in hitrim pojavom novih spletnih platform in družbenih medijev želijo podjetja slediti trendom in povečati prepoznavnost lastne blagovne znamke ter vzpostaviti bolj osebni stik s potencialnimi strankami, pri čemer jim je v veliko pomoč ciljno usmerjeno oglaševanje. V prispevku obravnavamo vpliv družbenih medijev na trženje ter pogostost njihove uporabe v poslovnem okolju. V empiričnem delu prispevka na podlagi izvedene ankete raziskujemo vlogo družbenih medijev pri trženju v majhnih in srednje velikih podjetjih v Sloveniji. Raziskava se osredotoča na aktivno uporabo družbenih medijev za namen trženja izdelkov in storitev podjetij. Ravno tako nas zanima, katere digitalne medije podjetja uporabljajo za trženje ter pogostost njihove uporabe za ta namen.

Ključne besede: družbeni mediji, trženje, podjetništvo, zadovoljevanje potreb kupcev

Social media and marketing (in SMEs)

Marketing in business is a process that includes identifying, understanding and satisfying the needs and desires of the target audience by offering the company's products or services. This includes the planning, implementation and control of marketing activities that contribute to the creation and maintenance of long-term customer relationships and the achievement of company objectives. From a business point of view, this is about meeting the needs of customers as profitably as possible. In today's times, companies are giving more and more importance to marketing with the help of social media. With the development of technology and the rapid emergence of new online platforms and social media, companies want to follow trends, increase the visibility of their own brand, and establish more personal contact with potential customers, where targeted advertising is of great help to them. In the paper, we examine the impact of social media on marketing and the frequency of their use in the business environment. In the empirical part of the paper, we investigate the role of social media in marketing in small and medium-sized companies in Slovenia based on a survey. The research focuses on the active use of social media for the purpose of marketing the products and services of companies. We are also interested in which digital media companies use for marketing and how often they are used for this purpose.

Keywords: social media, marketing, entrepreneurship, satisfying customer needs

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Zdravstveno breme redkih bolezni in potrebe po izobraževanju zdravstvenih delavcev

Čeprav je vsaka redka bolezen (RB) redka, saj je po definiciji njena prevalenca manj kot 5 na 10.000 prebivalcev zaradi njihove številčnosti globalno prizadenejo 3,5 %–5,9 % populacije. V Sloveniji tako živi približno 120.000 ljudi z RB, v svetu pa 300–350 milijonov. Poznanih je več kot 7000 različnih RB, ki se pojavljajo v vseh življenjskih obdobjih in lahko prizadenejo različne organske sisteme. V oskrbo oseb z RB so zato vključeni vsi zdravstveni delavci. Zdravstveni sistemi večinoma niso usklajeni s potrebami oseb z RB in njihovih družin, pri čemer igra pomembno vlogo pomanjkanje znanja in kompetenc zdravstvenih delavcev na področju RB. Pomen novih diagnostičnih metod za odkrivanje in zdravljenje redkih bolezni, zlasti sekvenciranje celotnega genoma, je izjemno velik. Napredek v diagnostiki omogoča hitrejše in bolj natančne diagnoze, razvoj bolj ciljanih terapij in s tem boljšo oskrbo posameznikov z redkimi boleznimi. RB so že desetletja med prednostnimi področji javnega zdravja v Evropi, ZDA in drugih državah, kljub temu pa so do sedaj le redke države naslovile problem izobraževanja zdravstvenih delavcev o RB. Z razvojem novih diagnostičnih možnosti in presejalnih programov postaja znanje in usposobljenost zdravstvenih delavcev še bolj pomembno. Prispevek prikazuje pregled raziskav, ki naslavljajo znanje zdravstvenih delavcev o redkih boleznih.

Ključne besede: redke bolezni, izobraževanje, zdravstveni delavci

Health Burden of Rare Diseases and the Need for Healthcare Professionals' Education

Although each rare disease (RD) is rare, as by definition its prevalence is less than 5 per 10,000 inhabitants, they affect 3.5–5.9% of the population due to their number. Thus, there are approximately 120,000 people living with RD in Slovenia, and 300–350 million worldwide. More than 7000 different RDs are known, occurring at all stages of life and affecting different organ systems. All health professionals are therefore involved in the care of people with RD. Health systems are largely not attuned to the needs of people with RD and their families, in which the lack of knowledge and competence of health professionals regarding RD plays an important role. The importance of new diagnostic methods for the detection and treatment of rare diseases, in particular whole genome sequencing, is immense. Advances in diagnostics allow for faster and more accurate diagnoses, the development of more targeted therapies, and thus better care for individuals with rare diseases. RDs have been a public health priority in Europe, the USA, and other countries for decades, yet few countries have addressed the problem of educating health professionals about RD. With the development of new diagnostic options and screening programmes, the knowledge and training of health professionals is becoming even more important. The paper reviews research addressing health professionals' knowledge of rare diseases.

Keywords: rare diseases, education, healthcare professionals

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Izboljšave procesov in uporaba odpadkov papirne industrije

Papirna industrija je četrty največji porabnik energije na svetu, pri čemer povzroča onesnaženje zraka, vode in tal. Članek se osredotoča na iskanje tehnoloških rešitev za zmanjšanje teh vplivov. Spoznavamo, da so izboljšave znotraj proizvodnje papirja možne tudi z uporabo alternativnih virov vlaken, kot so ostanki kmetijskih pridelkov in invazivne rastline, in z uporabo obnovljivih virov energije. Predstavljene so tudi sodobne okoljske tehnologije, kot je proizvodnja nanoceluloze s pomočjo bakterij. Članek obravnava tudi vplive reciklaže odpadnega papirja na okolje. Raziskali smo možnosti uporabe papirniških muljev in prahov, ki nastajajo v procesu reciklaže, med drugim možnost uporabe papirniškega mulja za substrat glivi *Pleurotus ostreatus*, ki proizvede encime, ki jih lahko uporabimo pri postopku razčrniljenja. Spoznavamo, da je na področju odpadkov, ki nastajajo v papirni industriji več možnosti za njihovo ponovno uporabo.

Ključne besede: papirna industrija, reciklaža papirja, papirniški mulj, okoljske tehnologije

Process Improvements and Use of Paper Industry Waste

The paper industry is the fourth largest consumer of energy in the world, causing air, water and soil pollution. The article focuses on finding technological solutions to reduce these impacts. We are beginning to realize that improvements within paper production are possible through the use of alternative fiber sources, such as agricultural crop residues and invasive plants, and the use of renewable energy sources. Modern environmental technologies, such as the production of nanocellulose with the help of bacteria, are also presented. The article also discusses the environmental impacts of waste paper recycling. We investigated the possibilities of using paper sludge and dusts that are produced in the recycling process. We examined the possibility of using paper sludge as a substrate for the *Pleurotus ostreatus* fungus, which produces enzymes that can be used in the deinking process. We have realized that as regards waste generated in the paper industry, there are several possibilities for its reuse.

Keywords: paper industry, paper recycling, paper sludge, environmental technologies

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Namere zaposlenih generacije Z da ostanu: sistemski okvir ključih organizacioih determinanti

Ekonomska recesija, velika potražnja za talentima, brz rast upotrebe Interneta i mobilnih uređaja odredili su neke glavne karakteristike generacije Z, kao što su vrednovanje ravnoteže između posla i privatnog života, digitalna komunikacija, želja da budu lideri, posedovanje visokog preduzetničkog duha, kao i vrednovanje korporativne društvene odgovornosti (KDO). To je dalje rezultiralo specifičnim organizacionim vrednostima i uslovima koji utiču na njihove namere da ostanu u organizaciji. Imajući u vidu činjenicu da bi organizacije morale da se prilagode specifičnostima ove nove radne snage, svrha rada je da identifikuje ključne organizacione determinante koje utiču na namere zaposlenih da ostanu i da pokaže njihove međusobne odnose. Shodno tome, rad pruža sistematski pregled literature koji ukazuje na neke od glavnih organizacionih determinanti, kao što su radno okruženje, prakse ljudskih resursa (uključujući obuku, fleksibilnost, nadzor, podršku), plate i druge beneficije, balans između poslovnog i privatnog života, usklađenost osobe i organizacije, mogućnost razvoja karijere, KDO, organizaciona posvećenost i organizaciona kultura. Osim toga, u radu će biti primenjeni dijagrami sa uzročnim petljama kao holistički instrumenti koji će omogućiti identifikovanje međusobnih odnosa između navedenih organizacionih determinanti. Saznanja mogu doprineti razumevanju radnih očekivanja zaposlenih generacije Z koja mogu uticati na njihovu odluku da ostanu.

Ključne reči: generacija Z, zaposleni, da ostanu, organizacioih determinanti

Generation Z Employees' Intentions to Stay: A Systemic Framework of Key Organizational Determinants

Economic recession, high demand for talents, the rapid growth of the Internet and usage of mobile devices have determined some main characteristics of Generation Z, such as valuing the work-life balance, communicating digitally, desiring to lead, possessing a high entrepreneurship spirit, valuing financial and educational responsibility, but also corporate social responsibility (CSR). It has further resulted in specific organizational values and conditions affecting their intentions to stay in an organization. Considering the fact that organizations will need to adapt to the uniqueness of this new workforce, the purpose of the study is to identify the key organizational determinants affecting employees' intentions to stay and to highlight the mutual relations between them. To fulfill this purpose, we provide a systematic literature review revealing some of the main organizational determinants, such as the working environment; HR practices (including training, flexibility, supervision, support); salaries and other benefits; the work-life balance; the person-organization fit; career development opportunities; CSR; organizational commitment; and organizational culture. Additionally, we apply the causal loop diagrams as holistic tools to show the mutual relations between these determinants. The findings can contribute to our understanding of the job expectations of Generation Z employees, which can influence their decision to stay.

Keywords: Generation Z, employees, intention to stay, organizational determinants

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Fenomen transilvanskega vpliva na paciente s težavami v duševnem zdravju

V psihiatričnih urgentnih službah med zaposlenimi velja prepričanje ali mit fenomena transilvanskega vpliva na paciente s težavami v duševnem zdravju ali kot ga pogovorno poznamo, vpliv polne lune na spremembo zdravstvenega stanja pri pacientih s težavami v duševnem zdravju. Uporabili smo kvalitativno metodologijo raziskovanja. Uporabljen je bil sistematičen pregled znanstvene in strokovne literature, ki je potekal od 1. 1. 2024 do 1. 3. 2024. V pregled so bile vključene naslednje baze podatkov: CINAHL, PubMed in Google Učenjak. Iskanje je potekalo z različnimi kombinacijami ključnih besed v slovenskem in angleškem jeziku: vpliv lune na duševno zdravje, vpliv lune in duševno zdravje, transylvania effect and mental health, transylvania effect and patients with mental disorder, full moon and mental health. Uporabljen je bil Boolov operater AND. Uporabili smo tudi vključitvene in izključitvene kriterije kot so: letnica izida članka, besedilo v polnem pregledu, recenzirana besedila, tematska ustreznost in jezik v katerem je članek objavljen. Pri pregledu literature ni bilo zaslediti povezave med fenomenom transilvanskega učinka s pacienti s težavami v duševnem zdravju oziroma je bila povezava zanemarljiva. Transilvanski fenomen še vedno velja za mit, predvsem med zaposlenimi v zdravstvu, ne glede na izobrazbo posameznika. Zaenkrat ni nobenih dokazov, ki bi potrdili transilvanski fenomen kot kaj drugega kot mit. Ključne besede: fenomen transilvanskega vpliva, pacient s težavami v duševnem zdravju, vpliv lune

The Transylvania Effect on Patients with Mental Health Problems

In psychiatric emergency services, employees believe in the myth of the Transylvania effect on patients with mental health problems or, as it is colloquially known, the effect of the full moon on changes in the health status of patients with mental health problems. We will use a qualitative research methodology in the paper. A systematic review of scientific and professional literature was conducted from 1 January 2024 to 1 March 2024. The following databases and literature were included in the review: CINAHL, PubMed, and Google Scholar. The search was conducted using various combinations of keywords in Slovenian and English: Transylvania effect and mental health, Transylvania effect and patients with mental disorder, full moon and mental health. The Boolean AND operator was used. We also used inclusion and exclusion criteria such as: year of publication of the article; full-text review; peer-reviewed texts; thematic relevance; and language in which the article is published. When reviewing the literature, there was no connection between the phenomenon of the Transylvania effect and patients with mental health problems, or the connection was negligible. Discussion: The Transylvania effect is still considered a myth, especially among healthcare workers, regardless of the individual's education. So far, there is no evidence to confirm the Transylvania effect as anything other than a myth.

Keywords: Transylvania effect, patients with mental disorders, lunar effect

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Splet kot vir informacij v okviru skupnostne skrbi za duševno zdravje marginaliziranih odraslih

Praksa v skrbi za duševno zdravje marginaliziranih skupin se po Evropi močno razlikuje. Vsem pa postaja skupno, da se svetovni splet vse bolj uporablja kot vir informacij v okviru skupnostne skrbi za duševno zdravje marginaliziranih odraslih. Digitalne neenakosti ne vključujejo le samostojne uporabe interneta, temveč tudi posredne rabe. Pri aktivaciji uporabe interneta prek posrednikov se kažejo kot ključne kategorične neenakosti, ki so povezane z izobrazbo, krajem bivanja, zakonskim stanom in dohodkom gospodinjstva. Cilj raziskave je bil identificirati organizacijske/institucionalne spletne strani, ki vsebujejo vsebine s področja duševnega zdravja in lahko predstavljajo primer dobre prakse za premostitev vrzeli med potrebami in oskrbo za celovito zdravstveno obravnavo marginaliziranih odraslih na področju duševnega zdravja. Izvedena je bila analiza vsebine spletnih strani ministrstev za področje sociale, zdravstva in šolstva ter nekaterih njihovih ključnih zavodov. V analizo so bile vključene tudi spletne strani profesionalnih združenj s področja zdravstva. Ugotovljeni so bili primeri dobre in slabe prakse. Uporaba novih tehnologij v vsakdanjem življenju je postala tudi za posamezne skupine marginaliziranih odraslih samoumevna, kjer jih večina ne doživlja stigmatizacije. Starejši odrasli pa ostajajo kljub hitremu širjenju uporabe digitalnih tehnologij največja skupina neuporabnikov interneta.

Ključne besede: duševno zdravje, marginalne skupine, skupnostna skrb, zdravstveno varstvo, internet

The Internet as a Resource for Community-based Mental Health Care for Marginalized Adults

Mental healthcare practices for marginalized groups vary widely across Europe. What they all have in common, however, is that the Internet is increasingly being used as a source of information in the context of community-based mental health care for marginalized adults. Digital inequalities include not only independent use of the Internet, but also indirect use. Categorical inequalities in terms of education, place of residence, marital status, and household income appear to be key in activating Internet use through intermediaries. The purpose of the research was to identify organizational/institutional websites that contain mental health content and may represent an example of best practice in bridging the gap between needs and care for comprehensive mental health treatment for marginalized adults. A content analysis was conducted of the websites of ministries of health, social services and education, and of some of their key agencies. The websites of professional organizations in the field of health care were also included in the analysis. Examples of good and bad practices were identified. The use of new technologies in everyday life has also become commonplace for individual groups of marginalized adults, most of whom do not experience stigmatization. Otherwise, despite the rapid spread of digital technologies, older adults remain the largest group of Internet non-users. Keywords: mental health, marginalized groups, community care, health care, Internet

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Uporaba umetne inteligence v slovenskih podjetjih

Umetna inteligenca (UI) je ključni dejavnik inovacij ter tehnološkega napredka, ki spreminja način delovanja številnih podjetij. Njena uporaba prinaša številne prednosti, saj omogoča izjemno hitro in kakovostno izvajanje procesov v različnih poslovnih okoljih. Tema UI je postala še posebej aktualna leta 2022, ko je ChatGPT predstavil svojo javno dostopno različico. Danes mnoga podjetja že aktivno izkoriščajo potenciale UI pri različnih poslovnih procesih. Predstavljen prispevek se osredotoča na uporabo UI v slovenskih podjetjih. Metodologija raziskave zajema pregled domače in tuje literature na temo UI, poleg tega pa vključuje tudi analizo empiričnih podatkov, pridobljenih z anketnim vprašalnikom, ki so ga izpolnili predstavniki slovenskih podjetij. Cilj je raziskati razširjenost UI v slovenskih podjetjih, identificirati področja, kjer se najpogosteje uporablja ter ugotoviti, ali je pojav ChatGPT vplival na uporabo UI v teh podjetjih. Rezultati bodo omogočili boljše razumevanje razširjenosti UI v slovenskem poslovnem okolju ter pripomogli k identifikaciji trendov in možnosti za prihodnji razvoj na tem področju.

Ključne besede: umetna inteligenca, Slovenija, podjetja, ChatGPT

The Use of Artificial Intelligence in Slovenian Companies

Artificial Intelligence (AI) is a key driver of innovation and technological progress, changing the way many businesses operate. Its use brings many benefits, enabling processes to be carried out extremely quickly and efficiently in a variety of business environments. The topic of AI became particularly prominent in 2022, when ChatGPT launched its publicly available version. Today, many companies are already actively exploiting the potential of AI in various business processes. The paper focuses on the use of AI in Slovenian companies. The research methodology includes a review of domestic and foreign literature on AI, as well as an analysis of empirical data obtained through a survey questionnaire completed by representatives of Slovenian companies. The aim is to investigate the prevalence of AI in Slovenian companies, identify the areas where it is most commonly used, and determine whether the emergence of ChatGPT has influenced the use of AI in these companies. The results will provide a better understanding of the prevalence of AI in the Slovenian business landscape and help identify trends and opportunities for future developments in this area.

Keywords: artificial intelligence, Slovenia, companies, ChatGPT

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Izkoriščanje BiLSTM in globalne kontekstne pozornosti za izboljšano napovedovanje cen delnic

Naše raziskovalno delo temelji na novem modelu z dvojno usmerjenim dolgim kratkoročnim spominom (BiLSTM), ki presega tradicionalne okvire LSTM za znatno izboljšanje natančnosti napovedovanja cen delnic. Z integracijo širšega spektra značilnosti – začetne cene, najvišje cene, najnižje cene in zaključne cene – je naš model sposoben bolje zajeti kompleksnost trgovalne dinamike in nakazuje, da bogatejši nabor podatkov izboljša vpogled v gibanje trga in pripomore k natančnosti napovedi. Skrbna analiza izbranih delnic med letoma 2015 in 2023 kaže, da naš model dosega boljšo natančnost napovedovanja cen delnic v primerjavi z ostalimi povratnimi nevronskimi mrežami. Arhitektura BiLSTM izkorišča podatke iz preteklosti in prihodnosti, kar omogoča napredno prepoznavanje časovnih vrst. Začetni rezultati potrjujejo izboljšano učinkovitost našega modela v primerjavi s tradicionalnim LSTM modelom, kar nakazuje na obetavnost BiLSTM v finančni analitiki.

Ključne besede: BiLSTM, napovedovanje delnic, finančna analitika, časovne vrste, nevronske mreže

Leveraging BiLSTM and Global Context Attention for Improved Stock Price Forecasting

Our research work is based on a new model with Bidirectional Long Short-Term Memory (BiLSTM), which surpasses traditional LSTM frameworks for significant improvement in stock price prediction accuracy. By integrating a broader range of features – opening price, highest price, lowest price, and closing price – our model is capable of better capturing the complexity of trading dynamics and suggests that a richer dataset improves insight into market movements and contributes to prediction accuracy. Careful analysis of selected stocks between 2015 and 2023 shows that our model achieves better accuracy in stock price predictions compared to other recurrent neural networks. The BiLSTM architecture leverages data from both the past and future, allowing for advanced time series recognition. Initial results confirm the improved efficiency of our model compared to traditional LSTM models, indicating the promise of BiLSTM in financial analytics.

Keywords: BiLSTM, stock prediction, financial analytics, time series, neural networks

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Generativna umetna inteligenca na Univerzi v Novem mestu

Z javno objavo generativnega umetno inteligenčnega klepetalnika ChatGPT konec 2022 smo dobili novo orodje, katerega pomen nekateri primerjajo celo z revolucijo, ki jo je prinesla vzpostavitev interneta v devetdesetih letih 20. stoletja. Generativna umetna inteligenca (GenUI) je posegla na vsa področja in vsak dan se dodajajo nove možnosti uporabe. Izobraževalni proces pri tem ni izjema. V tem prispevku s pomočjo deskriptivne metode osvetlimo področje GenUI in pregledamo nekaj raziskav o njeni uporabi na univerzah. Ker smo na Univerzi v Novem mestu že sprejeli smernice za etično uporabo GenUI in v študijskem letu 2023/2024 v uvajalnem tednu bruce seznanili s tematiko, smo ocenili, da je primeren čas za oceno razširjenosti poznavanja in uporabe GenUI. Prispevek predstavi ugotovitve ankete ob uporabi komparativne metode primerjave med študenti različnih fakultet in med zaposlenimi. Rezultati kažejo na pomembne ugotovitve, ki bodo služile kot osnova za nadaljnje prilagajanje izobraževalnih procesov, ki jih GenUI, želimo ali ne, temeljito spreminja.

Ključne besede: generativna umetna inteligenca, GenUI, ChatGPT, izobraževalni proces

Generative Artificial Intelligence at the University of Novo mesto

With the public release of the generative AI chatbot ChatGPT at the end of 2022, we have gained a new tool, the importance of which some compare to the revolution brought about by the internet in the 1990s. Generative artificial intelligence (GenAI) has reached into all fields, with new applications being discovered daily. Education has not been left behind. In the paper, we illuminate the field of GenAI using a descriptive method and review existing research on its applications within universities. As the University of Novo mesto has already adopted guidelines for the ethical use of GenAI and has already introduced the topic to students during the induction week in the 2023/2024 academic year, we considered it an appropriate time to evaluate the prevalence of knowledge and use of GenAI. The paper presents the findings of the survey and, employing a comparative method, draws comparisons between students across different faculties, as well as among staff members. The results point to important findings that will serve as a basis for the further adaptation of the educational processes that GenAI, whether we want it or not, is fundamentally changing.

Keywords: generative artificial intelligence, GenAI, ChatGPT, educational processes

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