

**Varazdin Development and Entrepreneurship Agency**

in cooperation with:

**Russian State Social University**

**University North**

**Faculty of Management University of Warsaw**

**Faculty of Law, Economics and Social Sciences Sale - Mohammed V University in Rabat**



## **Economic and Social Development**

45th International Scientific Conference on Economic and Social Development –  
XIX International Social Congress (ISC 2019)

### **Book of Abstracts**

Editors:

**Marina Vinogradova, Ana Cuic Tankovic, Goran Pavelin**



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## STATISTIC EVALUATION OF OCCURRENCES ON RAILWAYS IN THE CZECH REPUBLIC

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### **ABSTRACT**

*The paper deals with the issue of the statistic evaluation of the generation of occurrences on the railway registered in the official database of occurrences administrated by the Railway Infrastructure Administration. The paper addresses the partial part of the research project, which is in the principle focused on the evaluation of socio-economic benefits of projects of the railway infrastructure connected with the increase of the safety and the reliability of the railway. From the methodological point*

*of view the paper is based on the detailed analysis of the database of occurrences, which is for the statistical purposes administrated by the Railway Infrastructure Administration. Occurrences are for the purposes of the registration in the database classified into groups and sub-groups according to the character of their generation. The analysis is focused mainly on the frequency of particular kinds of occurrences (kinds of occurrences are methodologically described and classified) and their impacts on the operator, owner of the infrastructure, passengers and the society as a whole. Impacts are considered as financial costs connected with the material damage on the property of various owners and as socio-economic benefits and costs in the sense of the CBA (costs connected with the damage to health, costs connected with the time delays, costs connected with the damage of the environment). The output of the research introduced in the paper is the overview of the most important occurrences including the description of their key characteristics influencing their impact on the society. The results of the research presented within the paper will be in next steps used for the purposes of the evaluation of the socio-economic impacts of occurrences on the society, which will be consequently included into the economic evaluation of the projects of the railway infrastructure.*

**Keywords:** *Economic Evaluation, Occurrences, Railways*

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## **AN INVESTIGATION ON THE ACCEPTANCE AND USE OF RELATIONSHIP-ORIENTED SOCIAL MEDIA AMONG BUSINESSES: THE CASE OF CROATIA**

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### **ABSTRACT**

*Changes in technology affect all aspects of contemporary business, but the marketing and sales processes might be the most affected. Namely, social media, as a technology outcome, show potential to revolutionize or at least substantially affect the communication process and the way of building and developing relationships among buyers and sellers. The number of social media users has grown over time until reaching today's high numbers. Moreover, internet users spend a great amount of their online time on social media. Furthermore, the spread of smartphones allows all day long online activities and the role of millennials, who are highly comfortable with the use of technology, as consumers and employees is growing in importance day by day. The current study seeks to analyze the use of social media and tools among businesses of all sizes and*

*among enterprises in the B2B market. The study aims at establishing whether companies use social media in their businesses, determining which social media and tools are predominantly used by companies in Croatia, and establishing if they are active on these media. Further objectives of this study are to define the type of activities conducted and their scope. This exploratory study may provide the basis for further research on the use of social media for marketing and sales purposes. This paper will be added to the body of knowledge with insights into these relatively new marketing and sales tools. Furthermore, the study will contribute to practitioners by highlighting contemporary trends and tools they should adopt and use to adjust their approach to contemporary users and marketing.*

**Keywords:** *social media, marketing, sales, Croatia*

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## **APPLICATION OF STATISTICAL ANALYSIS ON DATA ON BUSINESS OPERATIONS OF SPECIAL HOSPITALS**

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### **ABSTRACT**

*Public needs funding is provided from the budget. The subject matter of this paper are business operations of health institutions, i.e. special hospitals. Health institutions are budget beneficiaries*

*and are required to compile financial statements in accordance with financial reporting regulations in budget accounting. Institutions draft a financial plan that should be realistic, i.e. it should be aligned with the funding sources, i.e. the funds contracted with the Croatian Health Insurance Fund (HZZO), as well as the funds planned in the relevant budgets (state or local). The paper uses data on financial operations of special hospitals, published in reports on financial audit carried out by the State Audit Office for 2016, and relevant scientific literature. The assumption is that income sources are inadequate, and that hospital revenue is largely used for realization employee expenses. The aim of the paper is to investigate sources of funds, i.e. the type of income that special hospitals receive, and the types of expenditures realized outside the available income. Likewise, the aim of the paper is to explore the magnitude of financial results. Employee expenditures are realized from available resources, and the purpose of this paper is to determine the share of mentioned expenditures in overall expenditures, and to account for the share of other expenditures. The overall number of employees and expenses per employee were investigated. This is analysed at the level of each of the special hospitals (covered by the latest financial audit for 2016), and in total at the level of 15 special hospitals.*

**Keywords:** *Auditing, Opinion, Health institution, Special hospital, Income, Expenditures*

\*\*\*\*\*

## REGIONAL FINANCIAL INTEGRATION AND FINANCIAL SECTOR DEVELOPMENT IN THE SOUTHERN AFRICAN DEVELOPMENT COMMUNITY REGION

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### **ABSTRACT**

*Regional financial integration (RFI) is perceived as the other avenue through which the financial sector of member countries can develop given the vast benefits which associated with it. These benefits include mobilization and allocation of efficient resources to productive sectors within the region which plays a very important role in the development process. Given this background, the study examines how regional financial integration promotes financial sector development in the SADC region utilizing the panel data model for the period 1996 to 2015. The empirical results revealed that regional financial integration does have an impact on the financial sector development in the member countries in the region. Furthermore, the results showed that regional financial integration require a certain degree of institutional quality for RFI benefits to accrue. The empirical results imply that the countries in the SADC region should pursue regional financial integration. This can be achieved through commitment by all authorities in the region. There should be a firm commitment to broader economic integration and building on existing networks and build the necessary infrastructure.*

**Keywords:** *Regional financial integration, Financial sector development, Southern African Development Community (SADC)*

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## **IDENTIFICATION OF CORPORATE GOVERNANCE IN THE FAMILY DIMENSION OF SMALL AND MEDIUM-SIZED ENTERPRISES (SMES)**

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### **ABSTRACT**

*The small and medium-sized enterprises in the world, are recognized as the largest generators of employment, boosting the economy of the countries, these companies are mostly made up of families. Therefore, this research seeks to identify good corporate governance practices in the governance structure of family businesses in the Duitama coachbuilding sector, specifically in the family dimension and its impact on sustainability. The study has a qualitative approach, with descriptive research and non-experimental field design, using the in-depth interview as a data collection technique. The results obtained show that most of the companies are in the first generation and have not considered the application in a formal way of good corporate governance practices for family businesses, however it is observed that there is presence of them intuitively, since there was a low level of family conflicts, responding to the socio-emotional wealth and the participative management that they apply, which leads to their long-term sustainability.*

**Keywords:** *Corporate governance, Family business, Small and medium, businesses, Agency theory, family conflicts*

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## **BANK, COMPETITIVENESS AND GROWTH IN MOROCCO**

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### **ABSTRACT**

*The pursuit of competitiveness has become a major and permanent concern for both developed and developing countries in a highly competitive and constantly changing context. Morocco is engaged in a process of improvement and development of the business environment and the gradual liberalization of its foreign trade with a view to its integration into the world economy, through the signing of several free trade agreements and considerable efforts for the promotion of foreign trade (adoption of the Commercial Code, improvement of the business environment, adoption of Morocco Export Plans, Morocco Emergence Plan ...). In this article, we will focus on exploring recent developments in the Moroccan economy as well as the role of the banking system in encouraging investment. As a result, we will return to the major benchmarks of economic reforms taken by Morocco. Subsequently, we will treat the Moroccan context by analyzing the possible relationships that may exist between some macroeconomic indicators, as well as the evolution of investments and the structure of bank loans in Morocco.*

**Keywords:** *Development, reforms, business environment, Morocco, banking system, the new economic reforms, economic context, the evolution of investments, the structure of bank loans in Morocco*

## HOW DOES CORRUPTION AFFECT ECONOMIC GROWTH? - A CASE STUDY OF SOUTH ASIAN COUNTRIES

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### **ABSTRACT**

*Corruption threatens the integrity of markets, weakens fair competition, misleads resource allocation, damage public trust; undermine the rule of law and also its impact on the development of the economy as a whole. However, this is not always true, as the cases of Denmark, New Zealand and Singapore, where government plays a major role; the country steadily receives the highest scores in the world as a corruption-free economy. Despite such exceptions, there is no common agreement about relationship between corruption and economic growth and the main objective of this study is to examine the impact of corruption on economic growth. Using international, macro-level panel data from four South Asian countries, the study specifies and estimates the multiple impact of corruption on economic growth for the period of 2002-2016. This study used the Phillips and Hansen (1990) Fully Modified Ordinary Least Square (FM-OLS) technique. The results suggested that corruption has both direct and indirect influence on economic growth in four countries; India, Pakistan, Bangladesh and Sri Lanka. First, the findings claimed that a one-unit increase in corruption retards economic growth by roughly 0.0282 percent for the period under consideration. Second, the econometric results revealed the positive effect of physical and human capital on economic growth. Third, results claimed that the effect of corruption on economic growth is sensitive to the inclusion of the transmission channels including physical capital and human capital. According to the findings, it is evident that actions should be taking to curb corruption at every level among the sample countries.*

*Laws to decrease corruption should be vigorously pursued and imposed. Institutions should be established to enforce corruption laws and proper implementation of the existing laws is vital for reduce corruption among these countries. In doing so political commitment and support is an essential. Also, introducing the subject of professional ethics in field of education may form an important solution to combat the corruption.*

**Keywords:** Corruption, economic growth, human capital, physical capital, Transparency index

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## **DOES THE REMUNERATION IMPACT JOB SATISFACTION OF ACADEMIC FACULTY MEMBERS OF STATE UNIVERSITIES IN SRI LANKA**

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### **ABSTRACT**

*The main purpose of this study was to examine whether the remuneration of the state university lectures had an impact on their overall job satisfaction and to assess the overall level of job satisfaction of university lectures of state universities in Sri Lanka. A quantitative approach was employed in this study, and a structured questionnaire was used to collect data from university lectures in fifteen state universities in Sri Lanka. Out of fifteen state universities, a representative sample based on a multi-stage stratified random sampling method was used, where 500 questionnaires were distributed and 423 questionnaires deemed usable for further analysis were identified. In terms of findings, the multiple regression analysis performed to test the*

*research hypothesis on the relationship between remuneration and overall job satisfaction indicated that the factor 'remuneration' is a significant positive factor affecting the overall lectures job satisfaction of academics in Sri Lankan state universities. Further, in terms of the overall job satisfaction of academic staff members of Sri Lankan state universities, the median and mean values of were found to be 3.95 and 3.93 (in a 1-5 Likert scale), respectively, and in addition, the mean value was also found to be significantly higher than the neural value 3 (based on one-sample t-test). This means that the university lectures are generally satisfied with their jobs in the Sri Lankan context.*

**Keywords:** *Job satisfaction, State Universities in Sri Lanka, University lectures, Remuneration*

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## **TOURISM EXPERIENCES AS EXPERIENCE ECONOMY**

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### **ABSTRACT**

*The development of tourist products based on experience as the key exchange value requires an interdisciplinary approach, which, with applied marketing activities and competitive positioning by means of identity affirmation, leads to the positioning of tourist offer from the aspect of the experience*

*economy. Experience economy facilitates the achievement of competitive advantage on the basis of differentiation by quality. The main goal of this paper is to represent how that concept reflects advantage in (tourist) experiences promotion, based on unique attributes which do not utilise the competitive destination of the area. It is due to the nature of the resource basis itself that the experience dimension of the entire tourist offer should represent a dominant direction in consolidation of the tourist offer elements. Marketing actions must omit the stress from the traditional elements of receptive tourism and focus on the exploitation and promotion of the dominant resources, whose value is exceptionally high and/or on the unrepeatable quality of the local destination identity. The authors are of the opinion that the destination's attractive elements have to be completed with additional activities while the tourist destination's quality is measured solely on the basis of experience, and experience providers in a tourist destination could be tour operators.*

**Keywords:** *Tourist destination, Tourism trends, Experience economy, Tourist, competitiveness*

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## **IMPLEMENTATION OF STATE DEFENSE CHARACTERS IN EARLY CHILDHOOD EDUCATION**

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### **ABSTRACT**

*Dealing with potential threat to the integrity of the Unitary State of the Republic of Indonesia, the National Education should provide Indonesian youths with a full understanding of the policy of the State Defense. Early childhood education is one of the most basic education and occupies a golden age position and occupy a very strategic position within human resource development (ECE Directorate, 2005). Today, there are institutions that carry out Early Childhood Education (ECE) implement various methods and curricula and are generally influenced by educational foundations in charge. Early childhood education is considered as a reflection of a social order, but there is also a view that suggests that moral attitudes and behavior of a society are seen as success or failure in education system and the successful of early education depend on the good implementation of early children education. The education process at the age of*

*adolescence, could be affected as well. Looking into the diversity of ECE education models, the question arised on how the country's defense values are implemented in character building in ECE. From research conducted at The Ministry of Defense and the Ministry of Education and Culture come a results that both institutions have played their roles by implementing the state defense character education policies for ECE. However, there is a lacked of socialization and cooperation with other institutions so that the implementation of the policy run smoothly, in accordance with the targets and the objectives that must be achieved. This research used qualitative research methods.*

**Keywords:** *State Defense Character, Early Childhood Education (ECE), Defense Management.*

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## **ECONOMIC DETERMINANTS OF THE STANDARD OF LIVING – INCOME SITUATION OF POLISH HOUSEHOLDS**

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### **ABSTRACT**

*The standard of living, understood as the degree of satisfaction of human needs resulting from the consumption of material goods and services, and the use of natural and social environment values, is conditioned by a series of different determinants. They exert their impact on the macro- and microeconomic scale. The macro-determinants are the indirect conditions, deferred in time, non-measurable and independent from consumption entities. Factors affecting the households' standard of living on a micro-social scale have a different character. They much more often depend on the consumption of entities, i.e. the specific decisions*



*and actions taken in the household, and their impact on the degree of satisfying needs is often referred to as direct and measurable. In this group there are distinguished economic, socio-professional and demographic factors, with the critical importance of the first parameter. This paper describes the economic internal factors, such as: income, savings, loans, household assets, leisure time and economic external factors, such as: supply, price, institutional information system. The main, theoretical aim of the present study is the demonstration of basic economic determinants of the standard of living of population. The additional aim is to present the changes in the households' incomes in Poland in the years 2004-2017. The basis of the research is the secondary sources of information.*

**Keywords:** *economic determinants, standard of living, available income, households, Poland*

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## **TOURISM, ECONOMIC GROWTH AND EXCHANGE RATES: A STUDY OF GRANGER CAUSALITY FOR TWO FAMOUS TOURIST DESINATIONS IN THE SAARC REGION**

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### **ABSTRACT**

*This study examines empirically the relationship between Tourism and Economic Growth of two tourist destinations in the SAARC region namely Sri Lanka and Maldives. The data set was for the period 1998 to 2016 for both countries. Analysis indicated that the variables taken namely Gross Domestic Product(GDP), International Tourist Arrivals (ITA) and US \$ Exchange rate (ER) had long run association ship (cointegrated) for both the countries. For the case of Maldives, the Granger Causality test*

*suggested that there is a uni-directional causality running from International Tourist Arrivals to Exchange Rate. For Sri Lanka, Johansen cointegration for the period 1995 to 2016 showed that there is long run equilibrium relationship between tourism and economic growth. The Granger causality test results suggested that there is uni -directional causality from GDP to Tourist Arrivals implying that accepted level of facilities for tourists has not been met, indicating that economic development focusing on enhanced facilities for tourist can attract increased volume of tourists to the country. The Sri Lanka Rupee being a weak currency against the US\$ has no influence over tourism. Economic policies must be directed towards enhancing facilities related to tourism in order to attract increased number of tourists to the country.*

**Keywords:** *Causality, Cointegration, Exchange Rate, GDP, International Tourist Arrivals*

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## **BIG FIVE PERSONALITY AND COMMUNICATION STYLES**

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### **ABSTRACT**

*The paper is aimed to discuss the impact of personality traits on the communication styles among the secondary school students in Sri Lanka because of lacking the empirical evidences to show the impact of personality types on communication styles. 686 students were selected randomly as the sample and used two structured scales of big five personality traits and communication styles to gather the primary data. The data were analyzed using correlation, simple regression and multiple regression analyses. Positive and significant impact of expressiveness style of*

*communication with extraversion, openness to experience, agreeableness and conscientiousness traits of students is one of the major finding of the study. Positive and significant impact of preciseness style of communication with extraversion, openness to experience, agreeableness and conscientiousness traits of students is another finding of the study. Third finding of the study is that there is a positive and strong impact of neuroticism trait with the verbal aggressiveness, emotionality and impression manipulativeness styles of communication. The study concluded that there is a different trends of personality traits and communication styles among the secondary school students in Sri Lanka. Researcher recommends that the teachers as well as the teaching and learning strategies of the secondary school students in Sri Lanka are to be revisited using the research findings for the better academic results of the students.*

**Keywords:** *Big Five Personality, Communication Style, Secondary School Students*

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## **TOOLS FOR CITIZEN DATA SCIENTIST IN INDUSTRY 4.0**

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### **ABSTRACT**

*Enterprises want to use data to streamline the decision-making process and get more profitable results. They have a clear vision of where it wants its data to go, but no clear, unified vision of how to get there or who will lead the way. The future is clear, but the present is not. The development of Big Data, artificial intelligence and predictive analytics has created enormous expectations for productivity growth. Big data and advanced analytics are the*

*products of data science. What keeps enterprises from putting them to effective use is an acute shortage of data scientists? The purpose of the paper is to develop a model of the basic idea of using data intelligently to drive decisions in industry 4.0 by identifying right tools to transform big data in information and skills set for an emerging category of employees, so called citizen data scientists. A citizen data scientist is a role that analyzes data and creates data and business models for their companies with the help of big data tools and technologies. Citizen data scientists do not necessarily need to be data science or business intelligence experts. This role is given to employees in an organization who can use the big data tools and technology to create data models.*  
**Keywords:** analytics, big data, data models, industry 4.0

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## **MARINE CONTAINER TERMINAL COMPLEXITY**

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### **ABSTRACT**

*As a result of continual pressure for growth, most marine container terminals have both expanded their services significantly and indulged in what appears to be ever promotional activity in an effort to stimulate customer interest and gain share. One of the consequences of all this activity has been an enormous increase in the complexity of their businesses which tends to increase the fixed costs of conducting their business. This complexity manifests itself in many forms affecting on different areas of marine container terminal operators such as: policy and regulations, communications, terminal's spatial, equipment in use, costs, stakeholders etc. To successfully manage this complexity, we really need to understand their nature and identify*

*their main areas. In this paper, we try to give an answer on identifying the areas of marine container terminals complexity and indicating on how complex are there. The study is based on description, induction, deduction and analysis methods. Moreover, most information is gathering from interviews conducted with prominent representatives of marine container terminal operators. The findings and conclusions arising from the conducted analysis can serve as example and guidance for other research which concentrate on marine container terminal complexity.*

**Keywords:** *Marine container terminal, terminal complexity, terminal costs complexity, terminal control complexity, terminal equipment complexity, terminal stakeholder's complexity, terminal communication complexity, terminal policy and legislation complexity, terminal special complexity*

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## **WORKPLACE BULLYING AMONG MANAGERIAL LEVEL EMPLOYEES: A DESCRIPTIVE STUDY**

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### **ABSTRACT**

*Workplace bullying is the deliberate hurtful behaviour by an employee or group of employees taking place repeatedly towards one or more employees of the same organization. This hurting can be either psychological or physical or in combination, creating undesired outcomes to the victim(s) and to the work organization. This study is an effort to explore bullying in Sri Lankan.*

*organizations while revealing the hidden misbehavior. The objectives of the research were to find out; the prevalence of bullying among the managerial employees, reaction of employees to bullying, outcomes of bullying, and relationship with demographic factors of the victims on bullying outcomes. A structured questionnaire was administrated to a selected convenient sample of 203 managers who are following a Master's degree program in Sri Lanka to collect the data. The results shows that with an emphasis on duration and frequency of experiencing the misbehaviour, about one fourth of the managers of the subject sample have experienced bullying at their workplaces and therefore, presence of bullying in Sri Lankan workplaces is conclusive. Though the involvement of superiors, peers and subordinates in bullying is evident, visibility of superiors as perpetrators is significant. Female managers are exposed to the negative behaviour more significantly than male managers. Work performances of the managers have been affected negatively by bullying and they have less satisfaction with the job resulting in a desire to change their job. However, managers have not taken leave to avoid bullying experiences at workplaces. Though the bullying has negatively affected their emotional health, the physical health has not been affected by it. Intervention of management and managers which act as the perceived organizational support is useful in mitigating workplace bullying. About one tenth of the sample have revealed that they have been involved in bullying others at their workplace and more than half of them could be identified as provocative victims.*

**Keywords:** *Bullying, Misbehavior, Managers, Gender, HRM, Sri Lanka*

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## THE ROLE AND IMPORTANCE OF HUMAN RESOURCE MANAGEMENT IN TOURISM IN THE REPUBLIC OF CROATIA

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### **ABSTRACT**

*Modern dynamic trends in the tourism market confirm that people, human resources and staff are the decisive factor in the tourism industry, and with their knowledge, skills, ability, and creativity, they contribute most to the positioning and recognition of Croatian tourism. The difference between destinations of similar geographic, climatic, cultural, and accommodation features are people, or tourism staff. The importance of human resources is particularly emphasised in a globalised market economy. In a market economy where all the components are functioning markets, and the labour market in particular, the results of work, innovation, and creativity become a fundamental measure of staff value. The term “human resource development” is used more broadly here as it includes other procedures that contribute to the value of tourism staff. The basic features of human resource management are focused on tourism trends, education, and people development in line with the future competitive position of the tourism company. This paper aims to systematically show the importance of human resource management in tourism in the Republic of Croatia. The focus of the research in this paper is placed on the function of education regarding the need to harmonise the education system for tourism staff with the real situation in the labour market. The paper also analyses the key features of quality jobs, emphasises the importance of education as a prerequisite for improving tourism staff quality and identifies the factors that affect the quality of work and life of employees in the tourism sector.*

**Keywords:** *human resources, labour market, Republic of Croatia, tourism sector*

## CONTEMPORARY TECHNOLOGIES AND SMART CITY CONCEPT SYSTEMS IN THE CZECH REPUBLIC

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### **ABSTRACT**

*The concept of smart city has spread throughout the world over the past few years. Smart City is a concept that uses digital, information and communication technologies to improve the quality of life in cities. It focuses on the effective use of existing and search for new resources, reducing energy consumption, eliminating environmental burdens, optimizing traffic and sharing data for public purposes. To make cities smart, they are increasingly investing in modern technological measures. There is no uniform guide for all cities on how to achieve this. Each city is unique and has its own problems to deal with by combining different measures. It is difficult to assess which city in the world is actually the smartest one at the moment. The aim of the paper is to map information technologies planned and used in selected cities in the Czech Republic. The secondary aim of the paper is to answer the question, what is the ranking of selected city in the Czech Republic compared to other foreign countries. The methodology of this paper is based on a comparison of published Czech and international studies. Discussion of this paper deals with the current changes and needs of city dwellers in the smart city concept and a comparison with foreign concepts of smart city. The paper tries to emphasize the need to follow new trends, smart city technology. The paper presents a new perspective and recommendations for the use of the smart city concept in cities.*

**Keywords:** *smart city, technology, innovation culture, productivity*



## **METHODS OF FUNDING AND IMPACT OF TRANSPORTATION INVESTMENTS ON TERRITORIAL DEVELOPMENT**

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### **ABSTRACT**

*Transport and related parking of vehicles is one of the significant issues in big cities. Increase in traffic is mainly due to suburbanization of the outskirts of the city and its surroundings. These circumstances increase the number of people commuting to the metropolis for work, study or entertainment. Such situation results in deterioration of the environmental quality and parking difficulties. The city of Prague challenges the similar problem. One of the possible solutions to deal with the adverse situation regarding the parking in the city centre seems to be construction of P + R (Park and Ride) facilities. Their purpose is to stop cars at the very entrance to the city and allow passengers to change smoothly to public transport, providing them with easy access to*

*the downtown of the metropolis. This system has already been working for many years in the number of large world cities. It also works in the Czech Republic and especially in Prague. However, not to the extent that would be sufficient. Due to the increasing number of both inhabitants and cars, this research has revealed insufficient number of parking places in the capital city. The article deals with the evaluation of the new transport terminal construction project in Prague. Moreover, it introduces a concept of financing similar projects. Part of the article also looks into the functioning of Park and Ride facilities around the world. The aim of this paper is to evaluate the impacts that Park and Ride facilities have on their surroundings, especially in the Prague location, and thus contribute to its development.*

**Keywords:** *Municipality, Transportation, Public Investment, Territorial Development, Park and Ride Facilities*

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# **ISLAMIC HUMAN RESOURCE MANAGEMENT, SPIRITUAL MOTIVATION, AND JOB SATISFACTION: AN EMPIRICAL STUDY OF ISLAMIC BANK IN SOUTH SUMATERA, INDONESIA**

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## **ABSTRACT**

*As a country with the largest Muslim population in the world, Indonesia is expected to become one of the largest sharia banking bases in the world. However, the fact implies that currently, the total assets of Islamic banking in Indonesia are considered very small compared to the total assets of the banking industry in Indonesia. One factor that influences organizational performance is the practice of Islamic Human Resource Management (IHRM). IHRM is an HRM concept by Islamic principles based on Al-Quran and Hadith. Organizations that carry out sharia principles in their operational activities are expected to implement the IHRM in the management of human resources, including Islamic banking. Indonesia, the country with the largest Muslim population in the world and has a lot of Islamic banking is*

*expected to have a lot of research on IHRM, so that it can be a reference for Islamic banking managers. However, currently, research on IHRM is very few in Indonesia. This study aims to analyze the effect of IHRM directly on spiritual motivation and job satisfaction. This study also investigated the impact of IHRM on job satisfaction indirectly through spiritual motivation. The unit of analysis in this study is the Islamic Bank in South Sumatra, Indonesia, where the average assets of Islamic banking in South Sumatra are under the average assets of Indonesia's national Islamic banking. Instruments for measuring variables are questionnaires distributed to respondents in the unit of analysis. Respondents of 136 Islamic Bank employees were selected using proportional stratified random sampling method. The results showed that IHRM consisting of Islamic Recruitment and Selection and Islamic Training variables had a direct positive effect on spiritual motivation and job satisfaction, while Islamic Compensation had a positive effect on spiritual motivation, but negative effect on job satisfaction. IHRM also has a positive effect on job satisfaction indirectly through spiritual motivation.*

**Keywords:** *Islamic Bank, Islamic Human Resource Management, Job Satisfaction, Spiritual Motivation*

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## **LEADERSHIP VALUES, ATTITUDE TO CHANGE, AND JOB SATISFACTION: AN EMPIRICAL STUDY**

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### **ABSTRACT**

*This study aimed to determine the influence of leadership values on the leader attitude to change and the employee's job satisfaction. The study of leadership values in the context of industrial and business sectors is very rare, especially in developing countries such as Indonesia. Therefore, this study will contribute to the industrial sector in Sumatra in particular and Indonesia in general. This research is also beneficial for CEOs in facing the problem of globalization and economic uncertainty and at the same time, the CEO values need to keep changing and adjusting to existing conditions. It is important that managers understand the impact of their leadership. The values of leaders are important to share with their followers and how this can*

*influence their attitude to change. The population in this study were 1,222 large-scale manufacturing industries in Sumatra, Indonesia, where the sample of 233 industries was selected and determined by the proportional stratified random sampling method. Respondents in this study amounted to 1,398 people consisting of CEOs and staff under the CEO. The instrument in measuring variables in this study was questionnaires distributed to respondents. The results showed that the dimensions of leadership values in the form of openness to change, self-transcendence, and self-enhancement had a significant effect on the leader attitude to change and employee's job satisfaction. This research also showed that openness to change, self-transcendence, and self-enhancement had an indirect effect on employee's job satisfaction through attitude to change as an intervening variable. This research is expected to be a reference for other researchers who are interested in leadership values. This study has limitations in terms of the number of provinces that are the analysis units and respondents. Further research is expected to involve more industrial fields, as well as increase the number of other variables.*

**Keywords:** *Attitude to Change, Job Satisfaction, Large-Scale Industry, Leadership Values*

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# THE CHARACTERISTICS OF INTEGRATION PROCESSES IN SOUTH ASIA AND THEIR INFLUENCE (CONTRIBUTION) TO THE PARTICIPATION IN GLOBAL VALUE CHAINS (GVCS)

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## **ABSTRACT**

*Regional (and/or preferential) trade liberalization has experienced strong growth from the beginning of 1990s. There is also evidence of intermediate trade increase that indicate the growing interconnections and interdependence between countries. This paper has two aims: (1) to analyse the current state of regional trade agreements (RTAs) in South Asia and (2) to calculate the participation in Global value chains (GVC) for South Asian economies. Even the countries of South Asia have signed the bilateral and regional trade agreements, they do not have influence on the increasing of the intra-regional trade. The intra-regional trade has been stagnating and represents just one fifth/one fourth of the export/import in the region. The South Asian countries have very low level in participation in GVC measured by the share of foreign value added. It is result of the level of development, the production structure, high level of tariff and non-tariff protection. Results emphasized that the region has perspectives/potential for the increase of regional trade and for the participation in GVC- these two process will mutually reinforce each other and the future situation will be result not just of economic decisions and development model but also of political cooperation and stability in the region.*

**Keywords:** *global value chains, integration processes, intra-regional trade, South Asia*

## **SUSTAINABILITY OF THE INNOVATION GOVERNANCE SYSTEM AS A FACTOR OF REDUCING THE RISKS OF NEW GLOBALIZATION AND THE FOURTH INDUSTRIAL REVOLUTION**

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### **ABSTRACT**

*The article explores with a wide range of issues related to the definition of the value and role of the stability of the management system of innovative development to ensure the competitiveness of modern national States. The authors use the concepts of new globalization and the Fourth industrial revolution to analyze the context of modern innovative development, challenges and obstacles facing it. Special attention is paid to the specifics of modern Russian innovation policy, its weaknesses and strengths. The authors come to the conclusion that the governmental institutions in Russia shall become more dynamic, increasing the state's ability to develop successfully in an unstable environment, develop and implement a proactive governance strategy.*

**Keywords:** *challenges and risks, governance, Industry 4.0, innovations, new globalization, sustainability, the Fourth industrial revolution*

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## **DEVELOPMENT AND CURRENT STATE OF THE SLOVAK REPUBLIC FINANCIAL MARKET**

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### **ABSTRACT**

*The current issue of finance in Slovakia is closely linked to the overall functioning of the European Union. However, it is worth mentioning the overall summary of the economy and its development. At the beginning of the 21st century, Slovakia can be characterized as a medium-developed industrial country with a highly industrialized economy. The current structure, profile and performance of the economy are the result of long-term developments, which have been influenced by internal and external factors. In the first chapter of this paper we focused on a detailed description of the origin of the financial market in Slovakia. We also described the main tendencies that influenced the development of the financial market in Slovakia. The second chapter is devoted to the division of the financial market of the Slovak Republic into individual sectors according to the National Bank of Slovakia. We have clearly defined and described each sector. The last chapter of the article focuses on the evaluation of the current state of the financial market in Slovakia during 2018. We consider the greatest added value of this article to be a summary of knowledge of the origin of the Slovak financial market due to the absence of similar publications and also an*

*overall analysis of the development of the Slovak financial market during 2018. We believe that our article will be a contribution and a possible basis for further research in the financial market of the Slovak Republic.*

**Keywords:** *Financial market, regulation, financial sectors*

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## **DIFFERENCES BETWEEN BIRTH RATES BY SEASON AMONG GREAT PEOPLE**

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### **ABSTRACT**

*Birth season has an important impact on a person's intellectual abilities. The fact that one's mental and physical qualities change according to their birth season must be seriously considered by educators and psychologists studying human development. Opposite trends were observed in number of births in each season between the academically successful and musically talented groups. People with great academic achievements were born mostly in summer. On the other contrary, the group of accomplished musicians was born mostly in winter. Experts in many fields offer numerous hypotheses and corresponding studies to explain the effect of birth season on human development, but to this day, a clear conclusion has not been established. Based on the results of this study, there were significant differences between birth rates by season among the Nobel Prize and Fields Medal laureates, Great People of the 20<sup>th</sup> Century, and renowned musicians. It is important to conduct additional studies to validate that 'groups with similar characteristics have similar birth rates by season and groups with different characteristics show different birthrates by season.*

**Keywords:** *Birth rate, Differences, People*

## THE IMPACT OF NON-COMPETITION AGREEMENTS ON THE CAREER PATH OF EMPLOYEES OF TSL ENTERPRISES IN POLAND

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### **ABSTRACT**

*The article discusses the importance of career development, the changes and characteristics that have influenced the employment pattern over recent years, and the importance of these for human life based on a case study involving employees of the TSL sector in Poland. In addition, the paper presents the legal characteristics of the non-competition agreement with reference to the Polish Labor Code. The aim of the article is to analyze and assess the impact of non-competition agreements on the career path of employees of the TSL sector in Poland. Subsequently, relying on the study conducted among employees of TSL enterprises, the following hypothesis will be tested: Non-competition agreements have a significant impact on the career development of employees of TSL enterprises in Poland. To this end, the survey method with a questionnaire was used, allowing to carry out a study among employees who assured commitment and who were selected on the basis of their job position and gender.*

**Keywords:** *Career development, Non-competition agreement, TSL sector*

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## THEORETICAL BACKGROUND OF FUNDRAISING FOR NON-PROFIT ORGANISATIONS

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*Non-profit organisations represent nowadays a growing part of the economy and society as a whole. They are important because they are part of the third sector of the economy, also known as voluntary, civic, community or non-profit sector. This sector represents a growing number of non-profit organisations focused on social services, the environment, education and other unmet needs throughout society which are not met by private sector for-profit businesses or public sector government organisations. The third sector in society is closely linked to civic engagement and initiative. It consists of organizations whose motive is social, religious or ethical mission. By its very nature, it should not be dependent on a government or political organization, which is often referred to as non-governmental in literature. It groups many organizations and naturally modifies and evolves. It places a mirror on society, mobilizes citizens and mainly covers those demands of society where the state and the private sector do not want or cannot intervene. In order for non-profit organizations to function, they need as much as other entities, be they public or private sector entities, to ensure their sufficient funding. That is why in this article, we explore theoretical background of fundraising, as one of the tools to provide funding for non-profit organisations.*

**Keywords:** *fundraising, non-profit organisations, theory*

## **ARCHIVAL INSTITUTIONS, MEDIA AND PUBLIC RELATIONS: A CASE STUDY OF THE STATE ARCHIVES OF ZADAR**

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### **ABSTRACT**

*At a time when globalization and technological developments affect all areas of science and education, archives cannot exist as isolated institutions that exclusively support professional and scholarly work. It is imperative for modern archives, which constitute an integral component of cultural heritage, to raise awareness and disseminate knowledge about their wider importance. By extending the traditional archival activities of establishing and maintaining professional relationships with the public, and communicating information and promoting their holdings and role, a positive image of archives is developed. Expanded archival public relations (PR) (including all relevant internal and external media publications) can help to harmonize the professional objectives of the institution with social expectations including aligning priorities regarding use of archival sources with social needs. The aim of the research discussed in this paper is to determine the extent to which the State Archives in Zadar coordinate their professional outreach activities in terms of informing the public of their work through a variety of communication channels (TV, radio, newspapers, Internet) and tools of public relations (exhibitions, publications, cooperation with education), as well as the use of Internet to*

*establish relationships between archives and users. In a second phase of the research the authors wanted to determine whether there is, on the other hand, a tendency among the archival community in Zadar for online communication technologies to have more impact than traditional media in terms of archival outreach. According to the perception of archivists in Zadar, it is being revealed that the contemporary technological platform ARHiNET, applicable in their everyday work, it not adequate to users' demands. The authors expect efforts in the analysis of users, which means additional education of archivists, in terms of better recognisability by the public.*

**Keywords:** *archives, archival activity, media, public relations, State Archives of Zadar*

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## **EFFICIENCY OF BROWNFIELDS REVITALIZATION**

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### **ABSTRACT**

*The paper deals with the issue of the economic evaluation of the revitalization of brownfields. The brownfield means mostly the old, hardly polluted, not used or, from the economic point of view*

*not very efficiently used, industrial, logistic or mining zones, or commercial and residential objects. The existence of the brownfield brings to the specific location a lot of problems. Very often it is situated in the very interesting location, which it is not possible, due to the existence of the brownfield, effectively to use. Moreover this location uses to be connected with negative impacts on the environment and also the aesthetic aspects plays very important role. The revitalization of this location can bring a big number of various benefits. Beside economic benefits there are also identified benefits ecological, social, and aesthetic. The successful revitalization of the brownfield can be also very prestigious matter and can bring benefits not only in the frame of the revitalised location, but also in its wider surroundings. In all cases it concerns about the very difficult intention, time consuming and expensive. From these reasons it is very important to elaborate the economic or the socio-economic evaluation of partial variants of the solution to choose the variant with the biggest effect. The paper is focused on the economic evaluation of the commercial project of the brownfield revitalization. The economic analysis is based on the principles of the net present value, when the key inputs are expected investment costs connected with the revitalisation and incomes from the rent. Results are presented on the case study of the revitalization of the power plant complex in the centre of the city of Žilina in Slovakia into the multifunctional objects with the pre-dominant residential use.*

**Keywords:** *Brownfield, Commercial Object, Economic Evaluation*

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## **DRIVER SECTORS OF CROATIAN ECONOMY – GHOSH INPUT-OUTPUT APPROACH**

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### **ABSTRACT**

*Unlike Leontief demand-oriented input-output model, in Ghosh input-output model the supply of certain productive sector is considered as the driving force of the economy. In this paper, Ghosh input-output model is applied to identify productive sectors whose supply of goods and services are most influential in the production of other productive sectors of Croatian economy. Ghosh output multipliers and Ghosh employment multipliers for all Croatian productive sectors are quantified. When economic sectors producing goods are in question, the highest Ghosh output multipliers were detected for sector code CPA\_B - Mining and quarrying and sector code CPA\_D35 - Electricity, gas, steam and air-conditioning. In the group of services sectors, for sector code CPA\_N78 - Employment services and sector code CPA\_L68B - Real estate services the highest Ghosh output multipliers were found. The lowest Ghosh output multipliers were recorded for the group of public services sectors, i.e. for sector code CPA\_Q87\_Q88 - Social work services, sector code CPA\_O84 - Public administration and defense services and*



*sector code CPA\_Q86 - Human health services. The highest number of employees per one million HRK of output increase was recorded in sector code CPA\_A01 - Products of agriculture, hunting and related services and in sector code CPA\_H53 - Postal and courier services. Sector code CPA\_L68A - Imputed rents of owner-occupied dwellings do not require direct or indirect employment since other sectors do not use its services for intermediate consumption.*

**Keywords:** *Ghosh input-output model, multipliers, productive sectors*

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## **APPLICATION OF NEW TRENDS IN MONITORING MEDIA BY THE STUDENT POPULATION FOR BRAND STRATEGY**

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### **ABSTRACT**

*New generation of student population consumes less traditional media and is more digitally active than the previous. Electronic media use includes e-mail, instant messaging (IM), cellularphone communication, social-networking sites (SNSs), video or online games, and television or movie viewing on different platforms. The purpose of this paper is to research changes in habits of*

*students in consuming media on a case study of a business school, in order to develop an effective brand strategy which is of great importance in the competitive environment of Croatian private high education. For that reason, the marketing department of the business school continuously monitors changes in consumption of media, traditional as well as digital, for every new generation of its students, conducting internal surveys from the academic year 2013/2014. A comparative analysis of surveys from pregraduate first year students was undertaken for different groups, according to their age. The results concerning the continuous consumption of certain media content from the academic year 2018/2019 have also been compared with those of previous academic years. The results of the comparative analysis among groups of students show changes and trends in habits, as well as differences according to their age. New generations of students tend to frequently search for news and other information on electronic media while older groups of students still also follow traditional media. The results have been implemented in the branding and communication strategy of the institution as well as in developing future study programs. The case study deals with the data about students from only one business school. To get more relevant data, future research should be expanded and include other high education institutions in Croatia or even from the region.*

**Keywords:** branding, high education, media, student population, trends

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## URBAN MOBILITY MODEL IN THE CONTEXT OF GLOBAL TRENDS

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### **ABSTRACT**

*Socio-economical problems and emerging megatrends have been generating and fuelling changes in the functioning of urban agglomerations. Undoubtedly, one of the biggest contemporary challenges is the process of progressive urbanization and the associated decline of quality of life in the city - a result of problems related to the movement of people, congestion, commuting time and environmental pollution. As a consequence, the importance of efficient transport in cities has increased, creating new urban mobility models based on sharing economy and smart mobility, as well as, ICT solutions and mobile applications. Transport is, undoubtedly, a crucial area of sharing economy. Furthermore, the general approach to transport has been changing, mobility is now recognised as a service ordered and paid through a mobile application. That new solution is called Mobility-as-a-Service and it offers customers personalised access to multiple transport modes and services, operated by different mobility service providers through an integrated digital platform. The aim of this paper is to present the changes in the new emerging model of urban mobility in the context of global trends. In recent years, shared mobility services have played an increasingly important role in urban mobility in many countries around the world.*

**Keywords:** *Global trends, Shared mobility, Sharing economy, Urban mobility model*

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## WORLD PRACTICE OF CURRENCY REGULATION OF ECONOMIC PROCESSES

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### **ABSTRACT**

*The need for currency rate control is caused by negative consequences of its sudden and unpredictable swings. Maintaining a stable exchange rate of the national currency is very important for ensuring price stability and currency circulation. The article analyzes the practice of monetary restraints both in developed countries and in countries with economies in transition. It considers tactics preventing currency rate control. One of such tactics used by companies to circumvent currency control and to hedge foreign currency risks is usage of forward contracts. In the direction of application of currency rate control, the practice of Iceland during the financial crisis is considered. The system of blocked accounts is investigated in the article as well. There is also the focus on the principles of developing monetary policy. The article concludes with a review of the role of currency rate control in the country's economic policy. The emphasis here is put on central banks, which loom large in regulating the supply and demand flows of foreign currency to maintain official currency parity as well as balance of payments equilibrium, which can be the most radical form of currency rate control.*

**Keywords:** *currency, currency regulation, economic development, crisis, balance in the foreign exchange market, demand, supply, monetary policy*

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## PARTICIPATION OF BANKS IN MODERN TAX RELATIONS

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### **ABSTRACT**

*Among the participants of tax relations and among heavy hitters on the platform of the financial system, there are banks that carry out financial and intermediary operations between economic entities, between the state and taxpayers; contributing to optimization of funds allocation; providing financial resources necessary for development, production. Due to its unique functions in the world of finance, banks can be identified as irreplaceable participants in tax relations, ensuring a comfortable process for paying taxes, but along with this paying these taxes on their own. The article considers the duties and responsibilities of Azerbaijan banks in this area, the obligations of banks in accounting the taxpayers, the rules for transferring the taxes to the budget by banks, collection of taxes by banks, financial sanctions against banks and credit institutions for tax violations and so on. International practice in this area was considered as well.*

**Keywords:** *taxes, tax relations, banks, tax payers, tax payments, economic development, fines, financial sanctions*

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## **THE IMPACT OF NON-PERFORMING LOANS TO THE CORPORATE SECTOR ON THE PERFORMANCES OF BANKING SECTOR IN NORTH MACEDONIA**

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### **ABSTRACT**

*In the traditional banking model, loans play a dominant role in bank's operations. The quality of the loan portfolio is the main generator of bank's results, given that reasons for success or failure are attributed to the changes in the loan portfolio's quality. Thus, the main indicator for the quality of the loan portfolio is the size and share of non-performing loans. In the credit portfolio of the Macedonian banking sector, more than half of the loans are placements to the corporate sector. Hence, it is very interesting to analyze the quality of loans in this segment and their impact on the financial performance of banks. Within this research the non-performing loans to corporate sector in the banking sector of Republic of North Macedonia for the period 2013-2018 are analyzed. The usual statistical techniques to determine the correlation between the share of non-performing loans to the corporate sector and the profitability indicators have been used in the analysis: the rate of return on assets and the rate of return on banks' capital. In regard to the consequences of increased amount of non-performing loans, they have not only reduced the financial performance of banks, but could also negatively affect both the reduction of capital and increasing in*

*risk profile of banks. Lending to the corporate sector is associated with risk taking by banks. In addition, the profitable position of the real sector is one of the most significant factors that influence the movement of non-performing loans in the Macedonian banking sector. Therefore, loans to the corporate sector need to be carefully monitored and to be subject to improved credit risk management.*

**Keywords:** *banks, corporate sector, credit portfolio, non-performing loans, North Macedonia.*

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## **THE CONCEPT AND ESSENCE OF STATE TAX CONTROLLING**

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### **ABSTRACT**

*The article is devoted to the development of theoretical and methodological bases of state tax controlling which is a multifunctional, integrating system of state tax flow management. Introduction and further improvement of the state tax controlling system will allow to improve the efficiency of the process of management of the state tax revenue and tax expense as well as to build a system of information and service support, which is required for analyzing, evaluation and coordination of this process. The article provides a definition of the concept of the state tax controlling and describes its content, main elements, purpose, tasks, functions and basic tools. Tax controlling practice in neighboring countries is considered. Moreover, due to changes to the Tax Code of the Republic of Azerbaijan within the framework of reforms of the 1<sup>st</sup> of January 2019, related to modernization of tax administration, the impact of priority areas*

*on the economic development of the country is also considered. Particularly, it addresses the influence of entrepreneurship support, “twilight economy” reduction, the tax base expansion, application of tax concessions to increase economic efficiency, etc. on the economy.*

**Keywords:** *tax controlling, information and service support, tax management, tax planning, budgeting, tax control*

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## **GENDER DISCRIMINATION OF WOMEN IN BUSINESS IN REPUBLIC OF CROATIA**

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### **ABSTRACT**

*Discussions about gender differences and the transformation of gender relations, especially in the business, are current and ubiquitous. There are many surveys on the status of women in the modern society and the results showed discrimination. This paper presents a scientific study of attitudes of respondents on the status of women in the business in the Republic of Croatia, and has the goal to determine opportunities for work and advancement and existence of gender discrimination among employees. The survey was conducted through a digital questionnaire designed for this research purposes. The questionnaire consists of 12 statements*



*about attitudes and experience of respondents. The study involved 463 respondents of both genders and was conducted during January 2019. Two hypotheses were stated. The first one says that gender discrimination is still present in the Croatian business environment and the second one that male and female respondents in Croatia do not share the same attitude towards the status of women in business. Mann Whitney U test was used for verifying the correlation between the respondents attitude and showed statistically significant difference in 5 statements. On the basis of the results obtained both hypotheses were confirmed.*

**Keywords:** *gender discrimination, gender differences, gender differences in business environment, position of woman in business environment*

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## **ADVANTAGES, LIMITS AND ISSUES OF USING THE COMPETITIVE PRICING STRATEGY**

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### **ABSTRACT**

*When a company starts its business, it faces the difficult task of setting prices for its products. Price is one of the crucial factors a customer will consider when making decisions about purchase.*

*Customers are price sensitive and browse through multiple sites for price comparison and choose one that offers the best deal. When pricing its products, a company can have several problems. If prices of its products are too high, customers will not buy them. If prices are too low, profits will be negligible. The question is: How to set the most competitive price in the market and ensure a good return on investment? This paper is focused only on one of the possible pricing strategies - competitive pricing strategy. Competition starts in the moment, when two products with similar core features are produced by different companies. In pricing strategy based on competition, company sets its prices based on its competitors' prices rather than on its own cost and profit objectives. Before pricing products, company should research its competitors to figure out where it fits in or what to change. The aim of the paper is to provide extended information about competitive pricing to companies, which are considering applying this approach. The basic definitions are complemented by a model example where the principle of competitive pricing is clearly explained. Furthermore, the benefits that a company can obtain by applying this approach are provided. On the other hand, there are also problems and disadvantages that companies should take into account. Finally, there are recommendations for companies to make this pricing strategy more effectively. This paper may point out on relevant and necessary information about this pricing strategy and help companies in decision-making process to choose the right pricing strategy according to their needs.*

**Keywords:** *competition-based pricing strategy, competitive pricing, price competition, pricing strategy*

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## **INSTITUTIONAL CHALLENGES FOR MANDATORY PENSION FUNDS IN CENTRAL AND EASTERN EUROPE**

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### **ABSTRACT**

*Pension funds are one of the basic contributors of the efficient financial system because of promoting long-term savings and stimulating financial development and economic growth. Strong development of pension funds in the last decades is driven by the growing demand arising from the ageing of the population in the last decades. Due to the great importance of pension funds in the social and political terms, their establishment, operations and investment structure are subject of the special interest in every country. Therefore, development of institutions is basic precondition for successful performance and meeting the specific goals of pension funds. Institutional framework include a set of laws and regulations, supervisory and regulatory institutions, organization structures, policies and procedures. In this paper we describe the intricacy of pension governance and institutional framework in the countries of Central and Eastern Europe (CEE). The comparative analysis indicates relative variation in their achieved results, portfolio structure, costs and legislative*

*framework. In spite of similar path of development and environmental conditions of pension system in these countries their responses to the impact of global financial crises were heterogeneous. Due to underperformance of mandatory pension funds after 2008 and the shortfall in public fiscal revenues, confidence in the pension system and political support weakened and triggered significant and comprehensive changes in the pension systems of CEE countries. They resulted in reduction, reform or reversal of second pillar and mandatory pension funds. The aim of this paper is twofold: to examine the diversity of formal institutional frameworks in and to point out possible indicators of institutional development that can be obstacles or incentives for pension funds performance.*

**Keywords:** *Central and Eastern European countries, financial crises, institutional framework, mandatory pension funds*

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## **THE ANALYSIS OF FIVE COMPETITIVE FORCES OF MARINE CONTAINER TERMINAL INDUSTRY BASED ON POLISH MARKET**

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### **ABSTRACT**

*Marine containerization has become a highly important goal in modern global, regional and local transport policy. The improvement of maritime transport within the Poland includes the upgrade the quality of marine container terminal services. A marine container terminal is a nodal place where goods in container units are transhipped between any two or more transport modes. In this paper it has been described and analysed the marine container terminal market (MCTM) with the help of Porter's model of five competitive forces. The central question is:*

*who are the stakeholders in the terminal market? We will particularly address the critical decision factors faced by terminal operators in terms of strategic importance, location and network configuration of marine container terminals by employing Porter's competitive focus. Firstly, the industry competitors in the MCTM will be analysed. Secondly, the buyers of the marine container terminal services will be described, followed by the suppliers of the terminal supra- and infrastructure. Other competitive forces are the potential entrants into the MCTM and the substitutes for the use of marine container terminals. After the outline of this analytical framework of the MCTM, it is possible to identify where the economic power is located in the market and how the positions of the different participants in the market can be enhanced. The analysis will further address (de)regulation competences for different governmental levels involved in marine container terminal operator's activities.*

**Keywords:** *maritime container terminal, Porter's model of five competitive forces, terminal's substitution, terminal's competitors, terminal's suppliers, terminal's customers*

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## **SOCIAL ENTREPRENEURSHIP: DETERMINING CRITICAL SUCCESS FACTORS FOR CROATIAN SOCIAL ENTERPRISES**

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### **ABSTRACT**

*Social entrepreneurship is described as phenomenon in every literature and it has received great attention from the private sector, government and academia. It is described as an activity*

*with main objective to create social value in society and to measure economic benefits. The term social entrepreneurship is a misunderstood and theoretical framework has not been explored yet. Instead social entrepreneurship, there were also other terms that were used; social entrepreneurs, social enterprises and social mission. Social entrepreneurship has the role in economic growth, and it is important to determine the factors that influence the success of social enterprises. The literature review provided numerous compilations of critical success factors in the private sector, but when it comes to social entrepreneurship, there have been few compilations of critical success factors. According to some authors, eight most common critical success factors were identified; strong leadership, partnership, triple bottom line planning, attractiveness and clarity of innovative concept, business planning, short and long term benefits management, local community engagement and risk management. The objectives of this paper are to identify critical success factors based on characteristics, roles and goals of social entrepreneurs in Croatia, to find the most significant critical success factors, to fill the gap in academic evidence of the factors that contribute to the success of social enterprises in Croatia and to show that eight factors that are the most mentioned in literature should be extended. The study demonstrates seventeen factors as contributing to the success.*

**Keywords:** *Critical success factors, Social entrepreneur, Social entrepreneurship, Social value*

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## DIGITAL ENVIRONMENT AND LOCAL SELF- GOVERNMENT

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### **ABSTRACT**

*Information science and technology provides new scientific research in various areas of society, such as local self-government systems. Local self-government and local communication are important factors of effective self-government that relate to information. Using modern methods, techniques and tools ensures good communication between IS developers, performing of tasks in a standard and justified manner, effective monitoring of development projects in order to detect errors in early stages, a development strategy that removes ad hoc (improvised, convenient) solving problems, while paying due attention to business analysis. The paper analyzes the model of efficient management of local self-government and increased competitiveness through better preparation for the upcoming period of economic growth, which were the main topics of local self-government development in time when both public and private sectors were struggling with devastating effects of the recession. In this paper the authors are providing their views on the financing model and digitalization of public administration and local self-government, as well as the management of human resources in local self-government.*

**Keywords:** *local self-government, information system, management model for local self-government*

## **THE IMPACT OF THE COMPANY'S MARKETING STRATEGY ON BUSINESS SUCCESS**

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### **ABSTRACT**

*Nowadays, it is becoming increasingly difficult for businesses to stay on the market, to compete with organizations with similar services or products, and thus to progress and become more successful. One of the basic goals of each company is to achieve success and prosperity. Consequently, the overall corporate policy, decisions and specific activities of the company are derived from this objective. Considering the constantly changing and advancing market conditions, it is not easy to identify the factors that influence the development and success of a company. In the past, the model of the marketing mix was decisive for the company's success. In today's challenging economic environment, applying the basic marketing mix model is not enough. We can say that applying a marketing mix model should already be an obvious minimum for a successful business today.*



*In addition to the marketing mix, the company must use and apply other factors that determine the future performance and competitiveness of a modern company. Over the years, many theories have arisen, the number of which is mainly related to the fact that success itself is a relative concept and its criteria are constantly changing. Each company operates under different socio-economic conditions, it has its mission, vision and goal and therefore it has to have its marketing strategy. Marketing strategy is an important criterion that influences the success of the whole company. The result of a good marketing strategy is satisfaction of customer and profitability of company. The aim of the article is to elaborate the theoretical background of marketing strategy of the company and the success of the company and to point out the connection and interconnection of these two issues.*

**Keywords:** Business success, Marketing, Marketing mix, Marketing strategy

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## **ANALYTICAL VIEW OF THE IMPACT OF FINANCIAL MANAGEMENT ON THE FINANCIAL PERFORMANCE OF SMES**

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### **ABSTRACT**

*Small and medium-sized enterprises are a big part of today's economy. They have a large position on the Slovak market and create many jobs. The basis for the functioning of small and medium-sized enterprises is the support of these enterprises and financial management of enterprises. One of the key issues of our economy's future direction is the area of support for small and medium-sized enterprises, because both our country and the EU realize that SMEs represent a strong economic development potential for us. However, it is important to monitor the financial performance of SMEs through financial analysis, which serves as a recapitulation and evaluation of the results of enterprises over the analyzed period, identifies and quantifies the circumstances that have determined their development to date. Based on the results achieved, we can predict the results for the future and compress it all into a proposal of measures, the implementation of which will ensure the achievement of business goals and last but not least through financial management will affect the financial performance of the company. Financial management and decision-making of a company is not carried out in isolation from the surrounding environment, whether we look at them from*

*a geographical, political, legal, social, economic, ecological, technological or cultural-historical point of view. It is influenced by the existence of different interests of different subjects, who are differently involved in the behavior and results of the company. These entities are referred to as stakeholders, and in addition to the owners, they include employees, managers, creditors, customers, suppliers, potential owners (investors), the state, multinational grouping, etc. It is the performance of an undertaking which is a characteristic that indicates the system or course of conduct of the activity under examination by reference to the method of conducting the activity.*

**Keywords:** *Financial performance of SMEs, Financial management of SMEs, Small and medium - sized enterprises*

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## **ECONOMIC MECHANISM OF INNOVATION-ORIENTED MANUFACTURING ENTERPRISE**

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### **ABSTRACT**

*Innovation at manufacturing enterprises is manifold in its manifestations and generates not only new opportunities, but also new threats to activity of enterprise. Significance of innovation influence on manufacturing enterprise's economic mechanism is widely recognized and is studied by many researchers, but so far it is not still possible to compile a complete and clear conception of this influence and to quantify its relationship with indicators traditionally used to analyze economic activity and estimate achieved economic result. The objective of current study is to identify economic mechanism allowing an innovation-oriented manufacturing enterprise, which combines production of traditional goods with activity in innovation, to optimize its*

*economic result through the rational management of available resources and reasonable risk structure. Innovation is considered not as one-time short-term act, but as a continuous process carried out by manufacturing enterprise on a systematic long-term basis. Being involved in innovation an enterprise which produces goods currently in demand and well-reputed in the market, works for its future. Innovation-oriented manufacturing enterprise becomes a consumer of wider range of resources as well as it can supply the goods for more markets, so the structure of its costs and earnings differs from that without innovation. But innovation activity should not jeopardize current operations and use of current capabilities. The results of research include theoretical provisions related to innovation-oriented manufacturing enterprise's economic mechanism and economic-mathematical model that describes functioning of this mechanism. Some recommendations on solving practical problems of enterprise managers and government agencies managing the innovative industrial development are formulated.*

**Keywords:** *manufacturing enterprise, economic mechanism, innovation, innovation risk, elasticity on innovation*

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## **ECO-DISTRIBUTION CENTERS OF AGRICULTURAL PRODUCTS IN THE FUNCTION OF SUSTAINABLE DEVELOPMENT OF URBAN CENTERS**

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### **ABSTRACT**

*The issue of securing the food supply in urban centres is increasing and becoming more complex. It has several specificities: the population of urban centres consumes increasingly poor quality food and becomes dependent on existing global conventional supply chains. It is exposed to the enormous quantities of waste generating that threaten the long-term viability of the urban centres themselves. These specificities indicate three key issues which determine the success of the food supply chain: product quality, distribution security and waste management. A possible solution for urban food supply process problem could be eco-distribution of agri-food products within short supply chains. This paper aims to emphasize the necessity of establishing sustainable short supply chains through the creation of eco-distribution centres. The establishment of such centres would maximize the balance of benefits, both for the producer and the final consumer, with minimal environmental impact due to the closed-loop effect. Implementation of such a circular process would eliminate the disadvantages of the conventional food supply chain (i.e. quality, food traceability, the uncertainty of supply and waste management) per consumer. Besides, the direct producer would ensure the continuity of investments and would allow balanced development through a urban-rural partnership.*

**Keywords:** *urban centres, food supply, eco-distribution of agri-food products, short supply chain, closed-loop, urban-rural partnership*

## **PROGRESSIVE DEVELOPMENT OF SOCIAL SPHERE THROUGH LIFE-LONG LEARNING FOR SPECIALISTS**

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### **ABSTRACT**

*Progressive social and economic development assumes transition to intensive social technologies in social protection and activization of citizens' potential. Reduction of social sphere expert's competences in compliance with professional standards requirements and public inquiry assumes monitoring of their urgent state. Such role is carried out by personal certification for which objective indicators are required. Conducted research allows to create model of experts' certification in social sphere. And also to make offers for changing of higher education programs and additional professional education. The concept of social partnership acts as methodology of a research. Research methods: deep interviews, expert estimates, testing, case-study, analysis of documents, statistical and demographic data, content analysis of social organizations websites, modeling method. Special attention is paid to problems of teachers training for higher education, and their inclusion in active interaction with employers on the basis of social partnership in training of social sphere experts.*

**Keywords:** *social sphere experts, competences of social sphere experts, certification of experts, life-long learning, intensive social and economic development*

## CONCEPTUAL MANAGEMENT MODEL OF CREATIVE AND AUTHORIZED EDUCATION

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### **ABSTRACT**

*The article reveals the objective prerequisites for the formation of a new concept of educational management in the information society as a set of principles, functions and methods of management of educational processes. The principal provisions for the creation of innovative educational technologies that meet the model of creative and authorized education are defined. The model of organization of educational process on the basis of formation of educational groups on the principle of "creative classes", "creative groups" is offered.*

**Keywords:** *creative and authorized education, reproductive education, educational process management, information society, demonstration and qualification exam*

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## **ORCHESTRA OF RUSSIAN FOLK INSTRUMENTS AS A FACTOR OF SPIRITUAL AND MORAL EDUCATION OF THE YOUNGER GENERATION**

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### **ABSTRACT**

*The article considers the possibilities of Russian folk instruments orchestras as pedagogical resource for the spiritual and moral development of children and adolescents, which is not sufficiently represented in the educational work of these collectives. Pedagogical strategies for expanding the amount of musicians of folk instruments orchestra, individual-psychological peculiarities of performers, correlation of organization of educational and rehearsal work with young performers with mastering of spiritual and moral achievements of folklore culture, folk traditions, customs and rites are analyzed. Relevant requirements for professional training of orchestras' conductors which are important for the practice of spiritual and moral education of the younger generation are formulated in article. There are further prospects for improving educational work in these collectives and the corresponding requirements for mass education system focused on spiritual and moral education of children and adolescents.*

**Keywords:** *spiritual and moral education, younger generation, collective creativity, folklore, orchestra of Russian folk instruments, pedagogy of artistic creativity*



## **NEW ORGANIZATIONAL AND PEDAGOGICAL TECHNOLOGIES OF MODERN SOCIO-CULTURAL ACTIVITIES**

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### **ABSTRACT**

*New spiritual values require new organizational and pedagogical technologies of socio-cultural activities. It is urgent to form the axiological basis for everyday life and activities of the person, where socio-cultural activities play one of the most important roles. The first step towards the solution of this task should be studying Russian people's traditional spiritual values, which form Russian mentality and cultural self-consciousness. It is obvious that in this case, the most important task of the social policy is to engage the isolated people in active and creative social life. The role of the organized socio-cultural activities is extremely important for socially deprived group. It is relevant to create various self-organizing young people's teams, where the organizational technologies, which have not used in socio-cultural activities play a special role. These technologies include the technologies of social amateur activities, the club form of self-organization, the creation of innovative sites for implementation of the modern forms of leisure activities. The main directions of socio-cultural activities include the organization of psychological assistance to the family in solving family problems, as well as the therapeutic programs with the use of achievements of artistic and*

*game culture: art therapy, bibliotherapy, music therapy, drama therapy, etc., which can have a special role in it. It can be a promising idea to establish a creative alliance of psychologists and organizers of socio-cultural activities for the development of general psychotherapeutic and psychocorrective programs.*

**Keywords:** *socio-cultural activities, organizational technologies, spiritual values, interests, social amateur activities, club form of self-organization, leisure activities*

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## **READINESS FORMATION OF FOREIGN STUDENTS TO INTERCULTURAL COMMUNICATION IN TEACHING FOREIGN LANGUAGE**

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### **ABSTRACT**

*The article raises the question of the formation of foreign students' readiness for intercultural communication, which is especially important in the multicultural educational space of the University. Moreover, in the context of the dialogue of cultures, the experience of intercultural communication is important for*

*the future specialists to realize their professional potential. The global trends of globalization and expansion of international relations directly depend on the new generation of active youth, the accumulator of life positions of which is the students. This is the most active part of society, which is designed to adequately and competently carry out intercultural cooperation and communication with representatives of different nationalities. Our modern world is a time of frequent ethnic conflicts and manifestations of xenophobia in Russia and abroad. The authors believe that xenophobia and intolerance to otherness, ignorance of the culture of other Nations by the majority of students and inability to choose the right and politically correct form of behaviour and communication in relation to its representatives prove the importance and necessity of formation of foreign students' readiness for intercultural communication in the educational environment of the University.*

**Keywords:** *formation of readiness for intercultural communication, foreign students, foreign language, intercultural communication, social and cultural activities*

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## **SOCIAL INNOVATION IN A HUNGARIAN EU FOUNDED PROJECT**

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### **ABSTRACT**

*The European Union has raised the issue of social cohesion to the level of community policy in order to alleviate growing social disparities and social hardship and to prevent exclusion. The paper presents a innovative Hungarian nationwide project, which is unique in its methodology, because it followed a top-down and a bottom – up method at the same time. This EU funded 'Acting*

*Communities – Active Community Involvement’ project included various types of research on community participation in local cultural institutions as well as the development of innovative methods to enhance these activities.*

**Keywords:** *Active communities, Community culture, Community development, Social innovation*

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## **THE MAIN DIRECTIONS OF EFFICIENCY IMPROVEMENT OF INTERACTION BETWEEN EMPLOYERS AND EMPLOYMENT SERVICES IN THE REGIONAL LABOR MARKET**

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### **ABSTRACT**

*The problems of interaction between employers and employment services, despite their key role in the development and regulation of the labor market in the Russian's regions are still insufficiently investigated. Among the main reasons for the lack of attention to these issues - the lack of real interest in the development of a new*

*model of relations based on social partnerships and use of regional marketing methods. The main purpose of the study, carried out by the method of a formalized questionnaire of employment services employees and employers, is to identify the effectiveness and efficiency of their interaction. The scientific search was directed as at discovering the main drivers as at identifying the failed interaction zones. Particular attention is drawn to the presence or absence of a proper social and economic effects of the joint venture, to the development of existing relationships, institutions and mechanisms aimed at the formation of the modern labor market. The study showed that existing approaches of regulation and the labor market often distort the structure of employment and unemployment. The way to the development of cooperation between employers and employment services and improve its effectiveness is seen in a serious reformatting of the goals and tasks of interaction and allocation of new priorities related to its regulation and the search for a new vector and development.*

**Keywords:** *employment services, employers, interaction efficiency, regional labor market, forms and methods of interaction, types of interaction, active employment policy*

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## **POST-SOVIET RUSSIA IN THE CONTEXT OF THE "GLOBAL EPIDEMIC OF NOSTALGIA: BACK OF THE USSR?"**

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### **ABSTRACT**

*In search of protective mechanisms against the uncertain future, the mood of romanticizing the past, called by Z. Bauman “the global epidemic of nostalgia” is growing. These moods acquire a special shade and depth in post-Soviet Russia due to the specific features of its socio-cultural dynamics, domestic and foreign, as well as economic status in the modern world. How to gain energy of a large purpose for Russia to move forward? How to consolidate society? Is nostalgia for the past a version of the politics of memory?*

**Keywords:** *post-Soviet Russia, Zygmunt Bauman, “epoch of nostalgia”, nomenclature, social policy, politics of memory, critical thinking*

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# **EXAMPLE OF INTERFACING SOCIOLOGICAL AND PSYCHOLOGICAL DATA IN THE SOCIOLOGY OF PROFESSIONS (DISTRIBUTION OF PSYCHOLOGICAL PARAMETERS IN THE GROUPS OF THE NOMINAL ANSWERS)**

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## **ABSTRACT**

*The article deals with an example of interfacing sociological and psychological data set in the research of professional self-determination of students. Represented a description (within the framework of the multiple comparison algorithm) of the respondent groups baed on the responses to questions of sociological questionnaire with nominal responses for 14 types (interval data) of J.Oldham and L.Morris personality typology. The results of application of multiple comparison (author's method) with a representation of the distribution of psychological parameters (types) within the groups of the nominal answers are considered.*

**Keywords:** *Data, Distribution, Profession, Psychological, Sociological*

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## **ECONOMY OF THE RUSSIAN AGRICULTURAL SECTOR: CHALLENGES AND TRENDS**

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### **ABSTRACT**

*The agro-industrial complex is assigned one of the priority places in the socio-economic policy not only in Russia, but in other states. This issue is particularly relevant in the context of ensuring food security of the state. The article discusses the current state of Russian agriculture, its features, as well as improving the efficiency of domestic agriculture.*

**Keywords:** *agro-industrial, agricultural support, ensuring food security*

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## NEW CHALLENGES TO EUROPEAN UNION MIGRATION POLICY IN CONTEXT OF GLOBALIZATION

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### **ABSTRACT**

*The problem of regulation of migration policy excites the minds of politicians and researchers for decades, however, over the past five years, the migration issue has not left aside almost any country. The political situation in Asia and Africa has significantly changed the life of Europe. Donor countries, like recipient countries, have found themselves in the cycle of modern migration flows. International migration continues to cover the country with new waves. The inability to limit migration pressures exacerbates international relations among member states and creates differences among leaders who block quick and effective solutions for the return of illegal migrants to their homeland. According to the authors, in order to overcome the migration crisis effectively, it is necessary first of all to take collective actions that will contribute to overcoming contradictions. The relevance of the presented study is not in doubt, due to the fact that the problem of finding effective tools for regulating migration processes does not cease to concern leading politicians and does not leave indifferent the world scientific community.*

**Keywords:** *crisis, European Union, European solidarity, migration, migration policy, migration pressure*

## **FEATURES OF CREATION OF UNIVERSAL SYSTEM OF COUNTERACTION MEASURES TO THE INTERNATIONAL TERRORISM**

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### **ABSTRACT**

*The aim of the research work is the analysis of the current situation developed in the field of counteraction to the international terrorism. The object of the research is the rules of the international law and the national legislation, and also the practice of their realization in the sphere of the counteraction to the international terrorism. In the article it is substantiated the problem aspects of creating the uniform effective system of the counteraction to terrorism and extremism at the present stage of the world community development. The author of the article allocates the reasons for the developed negative situation demonstrating the lack of the uniform complex system of the terrorism counteraction. In the subject-matter of this problem it is considered the three main aspects: legal regulating, legal applicable, and ideological.*

**Keywords:** *terrorism, extremism, counteraction to extremism and terrorism, system of fighting against terrorism*

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## **INNOVATIONS OF LEGAL REGULATION OF MEDIATION IN THE RUSSIAN FEDERATION**

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### **ABSTRACT**

*The analysis of changes in the legislation of the Russian Federation on conciliation procedures, including the mediation procedure, in connection with the adoption of Federal Law of 26.07.2019 N 197-Φ3 "On Amending Certain Legislative Acts of the Russian Federation" is carried out. The authors positively assess the expansion of the scope of the use of conciliation procedures in administrative cases and cases arising from administrative and other public legal relations. The authors predict an increase in the interest of subjects of legal relations in dispute in the use of mediation procedures in connection with giving notarized mediation agreements or their notarized copies the force of executive documents. Despite the general positive assessment of changes in the legislation on conciliation procedures, the authors note its individual shortcomings. In particular, there is an incorrect use of legal terminology in determining the procedural status of judicial mediators, who,*

*participating in arbitration and civil proceedings, nevertheless, are not “participants in the trial”. It seems that the changes that took place in the legislation of the Russian Federation should give a new impulse to the development of conciliation procedures in general, and mediation in particular, on the territory of the Russian Federation.*

**Keywords:** *conciliation procedures, mediation, mediator, mediation agreement, judicial mediator, amicable agreement*

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## **EDUCATIONAL MOBILITY IN THE MEMBER- COUNTRIES OF EURASIAN ECONOMIC UNION: DYNAMICS OF INDICATORS**

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### **ABSTRACT**

*The article gives a review on educational mobility as one of the significant drivers for the integration development of the Eurasian Economic Union, substantiates the significance for the*

*integration development of the participant countries in the field of education as one of the most important conditions and the moving forces for economic integration. There are also given recommendations on the deepening and development of scientific and educational cooperation in the EAEU.*

**Keywords:** *Educational mobility, EAEU, cooperation, social development, socio-political dimension, social space, socio-economic potential, scientific integration, scientific cooperation, post-Soviet space*

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## **SOCIAL STATE: THE GENESIS OF THE CONCEPT AND ITS POLITICAL AND LEGAL CONCEPTUALIZATION IN THE CONTEXT OF MODERN SOCIAL PROCESSES**

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### **ABSTRACT**

*The article is devoted to the analysis of the problem of formation of the social state and its political and legal conceptualization. The article presents analytical material on the history of the formation of the social state in Russia and abroad. As the objectives of this study, the authors identified the consideration of the process of political and legal conceptualization of the concept of "social state", its organizational forms, features of the formation of the Russian national model. The authors of the study analyze the main stages of the process of forming a social state in Russia and abroad. In the study, the authors came to the*

*conclusion that in the context of what is happening currently in Russia the evolution of the national state, the necessity of selecting the appropriate ideological paradigm as most important circumstances for state-building is the examination of existing views on state and law and, accordingly, opinions on the legal model for the creation of the welfare state, which can be successfully implemented only on the basis of national peculiarities of building social state in Russia, interests of political elites, socio-economic and legal situation in the country.*

**Keywords:** *problems, formation, social state, political and legal conceptualization, process, features of the Russian national model, evolution of national statehood, ideological paradigm state, law, legal model, national features of the formation of a social state in Russia, the interests of political elites, socio-economic and legal situation*

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## **POSTMODERN TRENDS IN CONTEMPORARY SOCIO-CULTURAL PRACTICES**

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### **ABSTRACT**

*The proposed article is devoted to the problem of forming the postmodern paradigm in socio-cultural practices as opening up new prospects in solving topical life problems and mastering cultural heritage. The author of the article considers the possibility of post-postmodern study of interaction processes as the main research accent, developing and creatively rethinking postmodern achievements of cultural processes and phenomena. The proposed new paradigm bases significantly expand the perceptions of researchers studying the sociodynamics of culture in the field of forecasting of cultural processes and socio-cultural*

*projecting in a variety of fields of human practice. The paradigm discussed may be of particular interest for developing ethics problems and solving contemporary environmental problems that remain among the least studied in cultural studies and cannot be comprehensively addressed within postmodern approaches.*

**Keywords:** *postmodernism, post-postmodernism, interaction, communication, culture, society, socio-cultural practices*

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## **SOCIAL AND CULTURAL ASPECTS OF DEVELOPMENT OF EDUCATION**

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### **ABSTRACT**

*The research is aimed at describing the theoretical and methodological foundation of prospects of development of the modern educational system, based on humanitarian senses and values. The object of the research has become timeless*

*functioning and developing of Russian system of education. The guiding idea of the research implies that the educational institution was initially and still represents the basis of development of the Russian community; it determines directivity and prospects of the future of the country that assumes functioning and developing of it on the basis of senses and the values of the Russian culture, corresponding to the true entity of the intelligent and moral person. The research has used the theoretical and methodological foundation, describing social and educational theory, concerning development of the human community, the person, as well as institutes and society groups. The received results of the research have proved necessity of the essential “soft” modernization of the Russian education system and taking into account the following: the huge historical Russian educational experience; social and cultural bases of historical development of the Russian people; challenges of the epoch of information technologies. The research takes both the scientific theoretical significance, as it can be used in other similar researches, and the practical significance, in cases of building the state educational policy, creating different educational projects and programs.*

**Keywords:** *social and cultural aspects, Russian education, spiritual and moral senses and values, tendencies of development of society, spiritual life of society*

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## **BANKING INFORMATION TECHNOLOGY AS AN ELEMENT OF THE INFORMATION SOCIETY**

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### **ABSTRACT**

*The main purpose of this study is to analyze modern trends in the development and promotion of information technologies in the banking sector from the perspective of not only economic, but also social position. The study was carried out using standard methods: analysis, synthesis, comparison, generalization. The results obtained by the authors during the study can be applicable in the further diverse study of such aspects, the subject variety of multidimensional - from students and teachers of economic specialties of universities to specialists of the financial market. This article may be interest to the scientific community. It is worth noting the definitely new features of the material below, which consist in processing the latest data on informatization and financing of information technologies of the banking sector, in drawing certain parallels with social modernization of society.*

**Keywords:** *banking information technologies, informatization of Russian banks, information society*

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## **DEVELOPMENT OF COMMUNICATION SKILLS OF PRESCHOOL CHILDREN WITH MENTAL RETARDATION USING FOLK TALES**

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### **ABSTRACT**

*The aim of the research was to study the dynamics of communication skills of children of preschool age with mental retardation using folk tales. Review-analytical and theoretical, as well as psychodiagnostic research methods were used in the paper. The conducted experiment showed the possibility of using folk tales for the development of communication skills, because the level of development of communication skills of preschool children in the experimental group increased after passing the correctional and developmental program. This program can be applied in practice while working with children of preschool age with mental retardation. The novelty lies in the development of correctional and developmental programs for the formation and development of communication skills and evaluation of its effectiveness.*

**Keywords:** *preschool children, mental retardation, communication skills, folk tales*

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## NEO AGEISM IN THE DIGITAL REVOLUTION

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### **ABSTRACT**

*The transformation of social relations is an objective historical process that continues throughout human history. At each historical stage, there is a change in the socio-economic context, which affects the existing group ties and relationships. As it has repeatedly happened in world history, not only groups of reformers appear that radically change the existing models of social functioning, but also groups that cannot due to various objective factors of age, cultural, economic, gender, religious, educational and others, "fit" into the new trajectories of the emerging society. Problems arise during the life cycle of one generation. A sufficiently large number of historical transformations take place that do not allow adequately one or another social group to adapt to the emerging socio-political and socio-economic conditions. Such "transition points" cause both new forms of social activity and new forms of social discrimination. A new vector in the development of society is digitalization. However, this process can not only be an impetus for the development of all spheres of human life, but also become a factor of discrimination, especially of the elderly, for which it can become an ageism factor.*

**Keywords:** *ageism, digital capitalism, digital divide, digital society*

## **DIGITALIZATION OF THE RUSSIAN ECONOMY: AXIOLOGICAL ASPECT**

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### **ABSTRACT**

*The article is a retrospection of the ideas of digitalization and the subsequent possible transformation of the value consciousness of Russians. The object of publication is the values of Russians. The subject of the article is the values of Russians in the context of digitalization. The purpose of the publication: to pronalize the process and possible social consequences of the implementation of the Digital Economy of the Russian Federation and the National Security Strategy of the Russian Federation until 2020 programs. Replacing the traditional sociocultural, moral values of Russians with instinctive ones is what can happen as a result of active digitalization in the most negative course of events. Research technique: content analysis. The publication records the fact of the formation of new digital (information) values of the population of Russian society in the context of the values of traditional culture. Modeling of a number of actualized values of modern Russian society is noted. The article discusses the innovations and social consequences of digitalization for the Russian population, the dynamics of the process of introducing digital technologies into the life of Russian society. Results: the main problems of the inclusion of digitalization in the everyday life of Russians are identified.*

*Sociologists have observed the process of forming values over the centuries, and yet, the variability of value consciousness depends largely on the types of social interaction. Digitalization and the formation of a system of new values and value orientations in the digital environment can be especially relevant for the social group of young Russians. New technologies, means of communication, opportunities provided by new standards of service - all this predisposes to a change in the traditional value system of Russians. Difficulties with the introduction of digital technologies are observed in remote rural regions of Russia. The scientific novelty of the article: digitalization brings new values; a change in the value paradigm often determines the conditions for the existence of society as a whole. Conclusions: the digital era forms a new value paradigm for Russians.*

**Keywords:** *values, sociocultural values of Russians, the era of digital society, digitalization, digitalization of the economy, social consequences*

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## **SPECIFICITY OF ENGLISH LANGUAGE LEARNING FOR HIGHER SCHOOL TEACHERS IN ACADEMIC COMPETITION CONDITIONS**

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### **ABSTRACT**

*Academic competition, the orientation of higher educational institutions on the strengthening of their representation in the world scientific space, transform the trends of higher school staff policy and the career trajectories among teachers and professors. The basis of a teacher's motivation system is not only the quality of the teaching work, but also the indicators of scientific research activity (the number of author's publications in the recognized world databases Web of Science and SCOPUS, the index of scientific citation). The availability of language competence is of a particular importance in these conditions. According to teachers, the traditional methods of language training are not able to fill the gap in their professional training, as they do not provide the consideration of their research activity specifics. The article describes the advantages and the specificity of alternative method use (the method of communicative assignments, case study, the method of projects, business game) concerning the language competence development among the teaching staff. The effectiveness of these methods is achieved through the problematization of the learning process, the modeling of*

*situations that exist in the real world, when verbal communication is of fundamental importance for a specific task performance and a personal experience increase. The study of the contextual problems concerning the research, scientific and professional activities of a teacher with the key agents of the scientific space, the development of authentic tasks are considered as the factors ensuring the success of English teaching for a high school teacher. They proposed a comprehensive methodology for the development of the language competence among professors and teachers to perform international research work: an increase of vocational vocabulary in the field of research and development; The development of communication skills; The preparation of research work for professional translation into English.*

**Keywords:** *language competence, high school teachers, rating race, competitive struggle, communicative approach, simulation practice, project methodology, context method, business game*

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## **TEACHING TRANSLATION FROM ENGLISH INTO RUSSIAN FOR STUDENTS OF NON- LINGUISTIC SPECIALTIES (GRAMMAR ASPECTS)**

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### **ABSTRACT**

*Within studying the translation of texts from English into Russian, the main attention is paid to grammatical categories. The interest to the problem of transformation and their comprehensive study does not weaken and does not stop from the part of the supporters of globalization, economic and ethno cultural exchange. It should be noted that for successful translation from English into Russian,*

*there is always a change in word order or grammatical transformation. Grammatical transformation is a change in the structure of a sentence within translation from the original language in order to transfer its meaning to the language of translation. It should be noted that the achievement of equivalence in the translation occurs through transformation. Translation transformations in the process of modeling translation are complex, including transformations of lexical, grammatical and stylistic nature. The subject of the article is translation process from English into Russian. The aim of the study is to consider grammatical aspects of the English-Russian translation and their teaching. Sphere of application of the article is that the results obtained in it contribute to obtaining a more holistic view of grammatical aspects of the English-Russian translation and can be used in further mastering the grammatical structure of the English language. Originality is that practical materials of research can be used in forming of methods and schemes within teaching process, including the choice of the best translation strategy.*

**Keywords:** *translation process, grammatical transformations, lexical units, target language, translation adequacy, translation equivalency*

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# **“FORCE / POWER” CONCEPT INTERPRETATION IN POLITICAL DISCOURSE: ITS LINGUISTIC ASSOCIATIONS AND METAPHORICAL CORRELATIONS AS A WAY OF LINGUISTIC MANIPULATION**

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## **ABSTRACT**

*The article analyzes a problem of ‘power’ concept researching in political discourse using complex analysis in political, linguistic and cultural context. While studying the essence of the concept, its polyparadigmatic nature was not taken into account before. This approach provided a more profound comprehension of its essence. Comparative analysis, structural and functional analysis, sociological analysis, observation method, method of involved observation, extrapolation and interpretive analysis were used as the methodological basis of the study. These methods allowed to reveal correlations of the concept "power/force" with its linguistic representations,; to determine how clear the concepts (considered in linguistics as metaphors) "hard", "soft" and "smart" power for both groups Russian speaking respondents and English /German speaking respondents are, as well as to identify the mechanism of public consciousness linguistic manipulation by the metaphors mentioned above. According to association experiment, respondents’ association words reflect their intuitive and piecewise understanding of the concepts under study, that can lead astray citizens and make difficult their government policy comprehension. To win the audience’ support, political articles,*

*politicians' speeches are often filled in with a lot of metaphors to make them more expressive and impressive. Therefore, it can be considered as one of the mechanisms of public opinion manipulation. The data of the research can be used in political science, linguistics, sociology.*

**Keywords:** *concept, hard power, soft power, smart power, complex analysis, political discourse*

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## **SPECIFIC FEATURES OF THE TEACHING SINGING METHOD DEVELOPED BY S. RIGGS**

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### **ABSTRACT**

*The technique of famous American teacher S. Riggs, declared as revolutionary and innovative, is essentially based on the adapted and modified Italian vocal technique. The singularity of his techniques stems from his universal approach to all artists, irrelevant of their educational background, academic or pop stage training. There is much evidence that Riggs's technique does not target learning specific vocal styles. On the contrary, its goal is voice training, not to teach what to sing. His system also teaches how to sing as efficiently and thoughtfully as possible. Due to these principles, the vocalist masters his voice, regardless*

*of the choice of repertoire. It is known that in the process of studying vocal techniques, one should first of all pay attention to the problem of vocal breathing. However, contrary to the established tradition, Riggs argues that the respiratory apparatus of the singer clearly and independently copes with its task without special exercises and tasks for the development of breathing. However, in his book, Riggs critically describes and compares respiration in a normal breathing situation and while singing. The author clearly demonstrates the difference between them. According to the Riggs technique, the sounds of the lower register move into the soft palate, then higher, reaching the head itself, and emanate from its occipital part. Article's authors describe specific features of the teaching singing method developed by Riggs, which allow finding right approach to singing training of modern students.*

**Keywords:** *Seth Riggs, speech level singing, teaching methods, vocal training*

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## **DEVELOPMENT OF THE PROFESSIONAL LABOR MARKET OF UNIVERSITY TEACHERS AT THE PRESENT STAGE: GENDER ASPECT**

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### **ABSTRACT**

*The article analyzes the gender aspects of the modern university labor market. The main trends in the socio-demographic transformation of the personnel of higher education in Russia under the conditions of modernization of higher education are highlighted. The dynamics of the number and professional qualification characteristics of teachers is revealed, the gender structure of universities by professorships is analyzed. Based on the results of opinion polls, the dynamics of the conditions, content and professional motivation of women teachers is shown. The article uses a segmented approach that allows to fully reveal the professional characteristics of certain categories of workers. A model of segmentation of female teachers according to basic criteria is proposed: competitiveness in the labor market and labor productivity. As a result of the study, the most significant strategies for the behavior of female teachers in the professional labor market were identified in the face of significant tougher competition and the real risk of job loss. The factors causing the occurrence of gender imbalances in the teaching staff, as well as the reasons for the unequal access of status of professional and*

*qualification positions for men and women in modern conditions are disclosed.*

**Keywords:** *Gender structure, labor market segmentation, modernization of higher education, professional labor market, university teachers*

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## **EARLY RETIREMENT PENSIONS DUE TO WITH SPECIAL WORKING CONDITIONS**

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### **ABSTRACT**

*Conditions for the appointment of early retirement old age are divided into General and special. The General include those conditions that are required to perform in absolutely any form of pension insurance. Special conditions include those that belong only to a certain type of pension insurance, in our case, old-age insurance pensions in connection with special working conditions and certain types of professional activity.*

**Keywords:** *Conditions, Early, Pension, Retirement*

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## **ANALYSIS OF THE RUSSIAN MARKET OF EDUCATIONAL SERVICES IN THE FIELD OF HIGHER EDUCATION**

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### **ABSTRACT**

*For more than five years, Federal service for supervision of education and science has been reducing the number of state and non-state universities that cannot ensure the quality of higher education. In the framework of presented article the study: what are the dynamics of the number of universities, what number of students, how the admission for bachelor, specialist and master, how are University graduates by program level, how has the number of the teaching staff. In the course of the analysis behavior cause-effect relations are given, conclusions about trends and regularities are given. The article will be of interest to a wide range of readers related to the higher education system, teachers, students and applicants.*

**Keywords:** *dynamics of the number of universities, number of students, admission of students, dynamics of graduates, number of faculty*

## **SOCIAL PLANNING AS AN INSTRUMENT OF STATE CULTURAL POLICY**

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### **ABSTRACT**

*The article deals with the problem of modernization of the state cultural policy in the direction of development of its social guidelines on the basis of project activities. The last one is assessed as one of the main conditions for improving the effectiveness of this policy. The possibilities of interaction between the state and public structures in solving this problem within the framework of relevant social projects are analyzed. The research directions in the study of this problem are considered; the main priorities of state cultural policy with usage of possibilities of social planning are revealed; the approaches to defining appropriate criteria of social efficiency of state cultural policy are highlighted; the most significant aspects of the organization of the state cultural policy are analyzed, which are contributing to the formation of civil society; the main directions of further improvement of social planning as an instrument of state cultural policy are proposed.*

**Keywords:** *culture, cultural activity, politics, social activity, social planning*

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## DIGITAL SOCIAL NETWORKS IN THE FOCUS OF PUBLIC GOVERNANCE

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### **ABSTRACT**

*In this article, the authors consider the phenomenon of social networks in terms of a tool for disseminating information flows. The study is aimed at assessing the possibilities and advantages of social networks in the innovative economy. The goal of the authors is to prove the hypothesis that social networks inevitably become an object of government management because of their dialectical essence, which creates not only unique opportunities for socio-economic development, but also critical risks for the society sustainability. The subject of this scientific work is social networks as a natural tool for disseminating information flows. The result of the study is conclusion that this is the public authorities which are capable to mitigate the significant complex risks arising in the digital social environment and thus to protect the citizens from uncontrolled, unverified, and dangerous flows of information disseminated through social media. The results of the work can be used in the field of public governance, in forming and implementing of digital state systems at various levels and for various functional purposes. The novelty consists in the systematic perception of digital social media through the prism of interests of public administration, which differs from the works of other authors considered in the study.*

**Keywords:** *digital media, public management, public governance, social media, social network*



## MAIN DIRECTIONS OF FORMATION OF ACCESSIBLE HOME ENVIRONMENT FOR CLIENTS OF SOCIAL SERVICES

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### **ABSTRACT**

*The article analyzes the activities of social services on formation of accessible home-based environment for clients, which is innovative for the social sphere. The aim of the work is to determine the main directions of this activity using the example of social service centers of Moscow region. Authors give the results of their own theoretical and empirical studies conducted in 2018-2019. Analyzing the interview data of employees of social services, author identifies 2 main areas of organization of the home-based environment (external and internal), defines the subjects of activity, identifies 2 groups of problems (organizational/legal and resource). The results indicate the need for relevant law regulations, which would be widely used in social, healthcare, and contracting organizations. An important role would be played by charitable organizations.*

**Keywords:** *accessible environment, home-based services, social services*

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## MUSICAL THERAPY AS AN INCENTIVE FOR EXTERNAL AND INTERNAL CHANGE

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### **ABSTRACT**

*The article focuses on the psychotherapeutic aspect of music therapy, and the effectiveness and validity of this method in existing research. In particular, music therapy is studied within the framework of ontopsychological school; the concepts of “melolistics” and “melodance” are explained. The results of our own research of the influence of melodance on the body sensations are presented; reduction of physical discomfort, feeling positive emotions - joy, peace, raise of energy levels. The relationship between the effect of classes and personality traits is shown, as well as the prospects of using this method.*

**Keywords:** *movement, melolistics, music therapy, dance*

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## **FACTORS OF EMERGENCE OF SOCIAL AND PSYCHOLOGICAL THREATS STEMMED FROM THE CRISIS OF PROSOCIALITY IN THE RUSSIAN SOCIETY**

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### **ABSTRACT**

*The article presents the results of the study of social ideas of Russians about safe prosocial behavior. It is established that the individualization and violation of social identity (national, religious), identified in the prosocial motives, are the factors of social and psychological threats in the Russian society. Highlights the need for programs implementation aimed at formation thereof and implementation of relevant types of social activity.*

**Keywords:** *prosocial behavior, risk factors, socio-psychological threats, transitive society, social identity, individualization, social representations, volunteering, religiosity, safety*

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## **INNOVATIVE THINKING OF THE LEADERS OF FOLKLORE GROUPS AS CONDITION FOR PRESERVE AND DEVELOP THE NATIONAL FOLK CULTURE IN MODERN WORLD**

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### **ABSTRACT**

*Modernity is characterized as crisis in which traditional folk culture fully suffers. There is an urgent need to revitalize and preserve traditional values, to uphold and strengthen them. Cultural professionals need to find new forms of preservation and development of folk art to preserve the national cultural heritage. And here the role of professional specialists in traditional art is extremely large and diverse, i.e. they are responsible for fixing (recording) works of authentic folk art, organizing accessible archives and storing them. In the history of the modernity development, innovations play a pivotal role that permeates all spheres and levels of social reality and human life activity, including people's spiritual sphere. And in this regard, the study of the psychological nature, mechanisms, and factors of innovative thinking of cultural leaders is very modern and relevant. Innovation activities of leaders of cultural institutions or creative teams require special attention to the program-project approach. Its subject is the systems of practical activities, which be identified, described and transformed. It must include the process of creative thinking and practical implementation of*

*the issues related to the subject of transformations. At present, experts develop the technologies of “cultivation” of a new innovation-project orientation of a cultural leader who performs as a key element of managed social development. Article improves an importance and value of innovative thinking of the folklore groups' leaders in modern sociocultural situation.*

**Keywords:** *innovation, culture, socio-cultural project development, the leader of the folklore group, folk art culture*

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## **BIG DATA TECHNOLOGY: ECONOMIC EFFECT OF IMPLEMENTATION AND SOCIO- CULTURAL RISKS**

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### **ABSTRACT**

*The subject of the study is big data technology as a factor of technological and economic development and as a source of risks in the socio-cultural sphere. The purpose of the work is to identify the specifics of big data technology as a technological phenomenon with high commercial efficiency of implementation, as well as to determine those areas of society's development that are the most vulnerable due to the application of big data technology. The work is based on general logical methods of research: the observational generalization method for the analysis of situations where big data is used; the classification method for emphasizing different principles of personal data processing and identifying legislative possibilities for the realization of the data protection principle. The main outcomes of the research are related to highlighting those areas where the big data technology application is the most effective, as well as to the support of the thesis on the high complexity of personal*

*information protection in the age of the ubiquitousness of big data technology, when there is a need to improve personal data security legislation and to deal with the relevant issue of the possibility to consider personal data as a commodity. The field where the results are applied is linked with the practices of using big data technology. Its novelty is determined by the generalization of information related to the socio-cultural and legal aspects of the functioning of big data. The conclusions of the work are associated with the postulation of the idea of complexity to ensure the following principles in modern conditions: the depersonalization of information (procedures of its identification with a specific carrier are established quite accurately); the limitation of personal information storage time (it is not observed by companies engaged in data storage); the unacceptability of personal data processing if data is incompatible with the purpose of its collection (personal data becomes the object of commercial transactions); the accuracy and relevance of personal data (cloud storages contain outdated or incorrect information causing reputational damage to its subject).*

**Keywords:** *data anonymization, big data, data identification, data processing, personal information, management systems, socio-cultural risks*

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## COMPETITIVE ACTIVITY AS A FACTOR PROFESSIONAL DEVELOPMENT OF STUDENTS IN A MARKET ECONOMY

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### **ABSTRACT**

*The article deals with the issues of professional development of students in a market economy. One of the factors of professional development of students is competitive activity. As shown by the analysis, competitive activity creates conditions for creative self-realization of the individual, its professional development and social adaptation. In the competition, almost every student can show a good result. To participate in the competition you need knowledge, the ability to work confidently, quickly and efficiently. The main purpose of the competitions is to identify talented and creative students who are able to actively replenish their knowledge, combine personal and public interests, have the skills of communication, behavior and self-esteem. The study showed that the demand for theoretical knowledge remained high, but the attitude to the technologies of their teaching has changed, they should become more active and interactive. The most effective professional development of students in a market economy occurs in the application of gaming technologies, as well as competitive activities during the Abilympics and World Skills Championships, the competition "I am a professional", Olympiads.*

**Keywords:** *competitive activity, professional development of the student, social work, competition, professional development of the personality in the conditions of market economy, Abilympics, World Skills, I am a professional, Olympiad*

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## **NEW PUBLIC MANAGEMENT IN RUSSIAN PUBLIC ADMINISTRATION (IN THE CONTEXT OF FEDERAL ANTIMONOPOLY SERVICE OF RUSSIA)**

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### **ABSTRACT**

*The article studies the process of applying the provisions of the concept of new state management in Russia as an example of its Federal Antimonopoly Service. According to the results of the study, the following problems were identified: about 30% of the services and functions of the service are implemented in electronic form, while the remaining 70% require the personal presence of the applicant, representative or other third parties, which makes it difficult for citizens to receive the service and complicates the fulfillment of functions by the authority; minimal public interaction with customers, a subjective method of assessing staff performance; everyday malfunctions in the software of the electronic document management system, errors in user authentication and document registration, an unsecured network connection in which identification data can be compromised, and also, possibly, a low level of culture of the FAS department staff working with information technologies; FAS lack of tools for the development and implementation of alternative technologies in the public procurement system in electronic form makes it impossible to conduct fully competitive trading procedures.*

**Keywords:** *new state management, Federal Antimonopoly Service of Russia*



## **SOME ASPECTS OF LEGAL PROVISION OF SOCIAL EQUALITY IN THE RUSSIAN FEDERATION**

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### **ABSTRACT**

*The article is devoted to a comparative analysis of both the content and the volume of various measures of social support for certain categories of pensioners - residents of different regions of the Russian Federation, as representatives of one of the most numerous socio-demographic groups in terms of ensuring the social equality of citizens guaranteed by the Constitution of the Russian Federation. In particular, we analyzed the scope and content of social benefits addressed to some low-income categories of citizens established, as a rule, by regulatory legal acts of regional legislation. The difference in the level of social support for citizens living in different regions of Russia, but who are the citizens of one country, determines the existence of a discussion in the scientific community on the compliance of such a provision with the norms of the Constitution of the Russian Federation, declaring the equality of all citizens, which turns out to depend on the level of socio-economic development of one or another subject of the Russian Federation i.e. essentially from the*

*place of residence of the citizen. An analysis of the legislation in the field of providing social support to the poor has revealed the existing gaps and deficiencies that impede the implementation of the norms of the Constitution of the Russian Federation on the equality of all citizens and propose measures aimed at addressing them.*

**Keywords:** *Social Protection Laws, Constitution of the Russian Federation, progressive tax system, social Security, social equality, social security standards, federal structure*

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## **LEGAL REGULATION OF ENVIRONMENTAL SAFETY IN RUSSIA AND THE EUROPEAN UNION**

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### **ABSTRACT**

*The article makes an attempt to consider some issues of improving the legislation of the Russian Federation governing relations in the field of environmental safety, as well as issues of the treatment of production and consumption waste, civil liability for environmental damage, the main directions of development of legislative regulation in this area are considered, an assessment is given to prospects for its development in the context of*

*modernization of environmental legislation. A comparative analysis of the legal regulation of the issue of recycling and disposal of production and consumption waste in the countries of the European Union is also carried out.*

**Keywords:** *legal regulation, environmental safety, environmental control, recycling, waste, production waste, consumption waste, responsibility, licensing*

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## **INNOVATIVE POLITICAL STRATEGY OF THE RUSSIAN POLYMER INDUSTRY DEVELOPMENT UNDER THE SANCTIONS REGIME: INSTITUTIONAL OBSTACLES AND PROSPECTS FOR IMPLEMENTATION**

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### **ABSTRACT**

*In the article the authors analyzed the key features of the modern strategy for the development of the polymer industry in the Russian Federation in the context of the ongoing sanctions regime. Special attention is paid to the study of the innovative component of the planning process and coordination of various actors during the implementation of plans. The priority areas for improving the development strategy of the polymer industry include the following: the need for comprehensive modernization*

*of the chemical industry as a whole, overcoming the shortage of qualified personnel, the restoration of the network of research centers, strengthening the coordinating role of state institutions, increasing the effectiveness of export policy of the Russian Federation.*

**Keywords:** *export policy, innovations, innovative governance, institutional framework, import policy, polymer industry, sanctions*

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## **THE CONCEPT OF ART IN THE WORLDVIEW CONTEXT: HISTORICAL AND PHILOLOGICAL ANALYSIS**

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### **ABSTRACT**

*In the process of development of science, periods of accumulation of scientific knowledge are interrupted by a change of paradigms. The content of scientific concepts is transformed depending on the historical era. To see how the content of the concept of art changes, allows historical and philosophical analysis of ideas about artistic creativity. Clarification of the content of the concept of art in the modern postmodern era contributes to the quality of scientific research.*

**Keywords:** *concept, art, creativity, personality, tradition, modern, postmodern*

## **SOCIO-PEDAGOGICAL REASONS FOR ORGANIZATION OF INCLUSIVE EDUCATION AT ACADEMIC INSTITUTIONS IN RUSSIAN FEDERATION**

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### **ABSTRACT**

*The article considers the issues of rationale and advisability of use of socio-pedagogical approach to inclusive education foundation at academic institutions as well as technology for the organization of inclusive education in general education institutions based on the introduction and implementation of socio-pedagogical conditions as a tool for the implementation of conscious educational activities by the general educational institutions mentioned. At the same time the article contains the complex of social and pedagogical conditions necessary for inclusive education elaboration and implementation at general educational institutions and also stages of inclusive education development and implementation at general educational institutions a new educational prospect tool.*

**Keywords:** *Inclusion, inclusive education, inclusive educational environment, socio-pedagogical approach, inclusive education regulatory support*

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## **EXTERNAL LABOR MIGRATIONS IN RUSSIA: BASIC DEVELOPMENT TRENDS**

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### **ABSTRACT**

*The purpose of the article is to identify the basic trends in the development of external labor migration in Russia. The basic tendencies of the development of external labor migration in Russia are investigated. The share of migrants in the total number of employed in the Russian Federation is revealed, the distribution structure of labor migrants by federal districts is studied. The basis of the migratory labor is considered, the countries-suppliers of labor for Russia are established. Professional groups of migrants with a valid work permit in Russia were established, the most demanded specialties by Russian employers were identified. The issue of ethnic entrepreneurship is being raised.*

**Keywords:** *foreign citizens, skilled workers, migrants, labor force, labor migration*

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## **GENDER SPECIFICITY AND FEMINIST MANIFESTATIONS OF LABOR MIGRATION IN THE MOSCOW CAPITAL REGION**

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### **ABSTRACT**

*The purpose of the article is to study the characteristic features of labor migration in the Moscow region, which is distinguished by gender identity and feminist manifestations. The structure of the number of migrants engaged in labor activities in the Russian Federation by gender and age composition is being studied. It raises the issue of non-observance of human rights in relation to migrants, which has a pronounced gender specificity - from violation of labor rights, the existence of informal employment sectors to extremely burdensome forms of coercion, sexual exploitation, human trafficking, slavery. It is emphasized that women migrants show greater social adaptability than men. It is summarized that labor migration of women in most cases is more effective for maintaining the level of well-being of their family and ensuring its safety as a whole.*

**Keywords:** *Gender specifics, women migrants, capital region, the shadow economy, labor migration, feminist tendencies*

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## ORTHODOX UNIVERSALISM AS AN ALTERNATIVE TO GLOBALISM

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### **ABSTRACT**

*The politics of globalism, which negative consequences far exceed the progressive results of the globalization process, must be confronted with other projects for uniting countries and people based on the principles of justice and taking into account national and cultural characteristics. One of the ways to counter the volatile and subjective position of globalism is the cultural and political experience of Russian Orthodoxy, the philosophical content of which lies at the foundation of Russian civilization.*

**Keywords:** *globalization, globalism, Orthodoxy*

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## **PROBLEMS OF REFORMING THE JUDICIAL SYSTEM OF RUSSIA - GENERAL JURISDICTION COURTS OF APPEAL AND CASSATION**

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### **ABSTRACT**

*Since the merger of the Supreme Arbitration Court and the Supreme Court of the Russian Federation, legal experts have been expecting new changes related to the structural optimization of the national judicial system. Given the active use of contractual jurisdiction in a number of cities, the load on the judicial system has grown significantly. According to certain subjective criteria, subjects of civil and other legal relations consider applying to the courts of large cities more favorable for a fair investigation of the dispute. Accordingly, the subject of the research is the latest innovations in the field of judicial reform, their background, goals and objectives set in the framework of these structural changes. In parallel, the procedural norms introduced for the implementation of judicial reforms are also being studied. The objective of the study is to search and develop criteria for evaluating the reforms made, where positions of international courts are used for these purposes. The question is also raised about the advisability of introducing new judicial institutions. The judicial system of the Russian Federation is at the final stage of*

*introducing new courts of domestic law - cassation and appeal courts of general jurisdiction, but there is currently no concept of further development.*

**Keywords:** *cassational instance, appeal body, general jurisdiction court, Russian Federation judicial reform, within jurisdiction, judicial knowledge, declaration of intent, European Court of Human Rights*

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## **SOCIAL SECURITY SYSTEM DEVELOPMENT IN THE 1920S-1930S**

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### **ABSTRACT**

*The degree of civilization of a society and the quality of the changes taking place in it depend on how the social security system of citizens functions. This was of particular importance at a turning point in the development of the Soviet state, as a result of which the industrialization and collectivization of the country, the cultural revolution in society were carried out. In this regard, the scientific rethinking of the historical experience of the development of the social security system of citizens, which allows the use of all the best at the present stage, is of social and social significance.*

**Keywords:** *social security, social protection, social assistance, social support*

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## DEONTOLOGICAL FOUNDATION OF SOCIAL EDUCATOR

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### **ABSTRACT**

*The regulations, which form the foundation of a social educator's professional activity, are the subject matter of the present scientific work. The work is aimed at defining and describing the regulations of this foundation. The main methods, used to reveal the contents, are analysis, generalization, systematization of the information, forming the basis of deontology of the social educator's professional activity. Philosophical theory of morality acts as the methodological basis of the research of deontological foundation of the social educator's professional activity. We have revealed the main aspects of deontology of the social educator's professional activity: the entity and the essence of deontology, deontological foundation of the professional work; the subject and the object of social and educational activity, the main directions of it; the values, determining the deontological foundation of the professional work; deontological directions of the social educator's professional activity; deontological preparedness for professional work, deontological culture of professional activity and the social educator's deontological qualities, which determine the specifics of the personal professional behavior. The received submissions of the research can be used in considering the issues of vocational training of social educators, in encouraging their deontological manifestation in the professional field, and also in identifying directions of their self-development.*

**Keywords:** *social educator, deontology, deontological foundation, deontological preparedness, deontological personal features, professional activity*

## EU, RUSSIA AND CHINA ARCTIC STRATEGIES: COMPARATIVE ANALYSIS

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### **ABSTRACT**

*The article is devoted to the study of the content and approaches to the analysis of the Arctic policy of Russia, the EU and China. The author summarizes the information, expert assessments of the EU and China in the region, describes the vectors of Russia's dialogue with these international actors on the development of the Arctic zone. The analysis showed that the further development of the Arctic will be provided by the use of innovative technologies, the formation of a global effective policy. In these circumstances, the Russian state needs to step up its efforts to improve the model of regional and international cooperation with interested countries in order to protect and promote its rights and interests.*

**Keywords:** *Arctic, Arctic policy of Russia, Arctic strategies of the EU and China*

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## **INTERACTION OF CULTURES: FROM TOLERANCE TO CULTURE OF DIALOGUE**

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### **ABSTRACT**

*The principle of solving the problem of intercultural interaction is tolerance, emphasizing cultural originality. However, if we only extol uniqueness and cultural differences, not relying on common values, which can merely unite society, constructive communication will be initially impossible. Therefore, a way out of this situation is the dialogue of cultures. But the dialogue of cultures cannot take place without a culture of dialogue.*

**Keywords:** *dialogue of cultures, dialogue culture, intercultural communication, multiculturalism tolerance*

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## **EXISTING TRENDS AND POSSIBLE PROSPECTS IN POLITICAL SCIENCE EDUCATION**

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### **ABSTRACT**

*This paper aims to discuss the issue of the institutionalization of the Political Science in higher education system in Russia compared to western higher education. This is of the special*

*importance because of the transition to new educational standards begins in an enlarged group of subjects within 'Political Science and Regional Studies'. To find an international and national specifics, this paper uses the comparative method of analysis of the twelve Russian and twelve western universities, the curricula of leading western and Russian universities, where Political Science are taught; as well as the methods of synthesis and analogy to help to outline the components of the educational model which more closely correspond to the modern requirements for the subject. The paper draws to the conclusion that the trend to position the Political Science in the Russian higher education context among humanitarian subjects decreases its attractiveness and invites the applicants who do not want to study math, science, and to get a wide range of Social Science disciplines. Russian programmes in Political Science are also devoid of numerous components that could expand the attractiveness of graduates in Political Science in the labour market. The curricula should include disciplines, capable to form such a level of knowledge and abilities which correspond the whole range of challenges imposed by the information civilization. This include Big Data, deep understanding of the internet and politics interrelations and the influence of new technologies to the political and socio cultural space.*

**Keywords:** *Political Science, Higher Education, Humanities and Social Science, Big Data, Information Society*

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## FORMULATION OF A PREDICTIVE MODEL FOR ECONOMIC GROWTH BASED ON EDUCATION INDICATORS

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### **ABSTRACT**

*The article deals with the formulation of a predictive model for economic growth based on education indicators and global indices that are educationally significant for the dynamics of GDP per capita in various samples of countries. It shows that GDP per capita exponentially depends on the Human Development Index, Global Competitiveness Index, as well as the number of years of schooling among the country population, with the validity of approximation being high enough, which allows using this dependence for predicting and developing cognitive models for socioeconomic dynamics. According to the trend line, an extra year of schooling is equivalent to a GDP per capita growth by 29%, based on the statistical data on 25 largest economies and by 37% for 70 economies. With the existing high level of education, Russia's GDP per capita is below the trend line by USD7,000–9,000.*

**Keywords:** GDP per capita, education, economic dynamics, diagnostics, global indices, PISA, HDI

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## **THE DEVELOPMENT FEATURES OF MIGRATION POLICY WITHIN THE INTEGRATION PROCESSES STRUCTURE OF EAEU**

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### **ABSTRACT**

*The paper describes three groups of risks that should be taken into account in the context of migration policy while speaking about the framework of integration processes in the Eurasian economy union (EAEU). This are economic, social and security risks. The results and conclusions of the article were obtained by using the sociological method, that based on the empirical results of a mass survey. The authors emphasize a balanced approach to the forming a scenario for the development of Eurasian integration, constant monitoring of the impact of ongoing processes on the Russia standard of living. From the other hand, the integration processes will meet the resistance of the country's population and as a result may cause a disintegration aspiration.*



*So, it is necessary to follow a scientifically based strategy of Eurasian integration and use socially approved approaches and methods of the migration policy.*

**Keywords:** *Eurasian Economic Union, Eurasian integration, social and economic risks, labour migration, migration policy*

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## **THE PHENOMENON OF VIRTUALITY: THE SOCIOLOGICAL DIMENSION**

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### **ABSTRACT**

*The main objective of the article is to identify the ideas of the Russian community of sociologists about the subject field of sociology of virtuality. The main method of research - content analysis of search engines and Yandex and Mail.ru as well as a catalog of the Russian state library and Russian Science Citation Index. Given the criticism unjustified identification of a virtual sociology and the sociology of virtuality. Often the term "virtual" is mistakenly used instead of the terms "digital", "network", "Cybernetics", "information", etc. The author shows the illegality of arbitrary extension of the term "virtual" to objects that are not virtual. It is proved that the social understanding of virtuality is decisive in the formation of the sociology of virtuality.*

**Keywords:** *virtuality, virtual reality, sociology of virtuality, sociology of the Internet, cybersociology*

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## **VOCAL TRAINING TECHNOLOGY FOR CHILDREN WITH DELAYED PSYCHOVERBAL DEVELOPMENT**

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### **ABSTRACT**

*The article describes the reasons why music classes occupy a significant place in the system of education of children with delayed psychoretic development. Provided that the correct methodological approach is taken in classes, the child is engaged in productive activities that bring him joy and satisfaction, he improves cognitive and communicative skills and more easily contacts the teacher and peers. And this makes very high value of music classes in the general program of development of children with limited health opportunities. Vocal training produces especially fruitful results because it is directly connected with breath and speech. The processes of speech and singing are very close. Filling musical speech with emotions can stimulate the development of verbal speech. Teachers who work with children with limited health opportunities are unanimous in saying that learning to sing is not the main goal of vocal training. It is much more important for children, their development and socialization to acquire speaking skills, become aware of themselves and their bodies, get an opportunity to learn how to do it, be able to communicate with other people, plan their actions, think logically and explore the world around them.*

*All these skills can be developed in the course of music classes, including vocal training, which makes such classes an extremely valuable and important pedagogical tool for providing help to such children.*

**Keywords:** *music, singing, vocal training, delayed psychoverbal development, cognitive skills, communicative skills*

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## **GENESIS OF PATRIOTISM AND PATRIOTIC EDUCATION AS PURPOSES OF ACTUAL MANAGEMENT**

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### **ABSTRACT**

*A comparative approach is being developed to identify and analyze the various causes of the genesis of patriotism and patriotic education in the ancient civilizations of the West and East. The thesis of the multiplicity of forms of patriotism and patriotic education in the era of Antiquity is argued. It is diagnosed that in ancient China, the system of norms of public*

*administration of society almost completely coincided with the principle of patriotic education of citizens. The conclusion is substantiated that patriotism and patriotic education were and remain the most important purposes of actual management. It is revealed that the perception, study and interpretation of the content, specificity and role of patriotism and patriotic education have multiple worldview foundations – ontological, epistemological, axiological and praxeological. It is established that in the study of patriotism and patriotic education various approaches can also be applied: state, civil / collective, personal, spiritual, cultural and religious, etc. The thesis is profiled that the genesis of patriotism and patriotic education as purposes of actual management reflects the existing complex palette of social relations in modern Russian society, necessitates the improvement of the social structure, overcoming antagonistic contradictions between property groups, classes and new estates, harmonization of economic, social, political and cultural processes in country.*

**Keywords:** *genesis, patriotism, patriotic education, actual management*

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## **VALUE OF THE ART-THERAPEUTIC AND GAMING TECHNOLOGY BASED ON FOLK MUSIC IN REHABILITATION AND SOCIALIZATION OF CHILDREN WITH HEALTH LIMITATIONS**

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### **ABSTRACT**

*In correcting the problems of children with health limitations, the most effective are methods of pedagogical assistance, such as behavioral therapy, occupational (ergotherapy), various types of art therapy (including music), adaptive physical education, occupational therapy (training through manual labor), gaming technology, etc. Among the rehabilitation tools of children with health limitation, classes in musical folklore in general and singing, in particular, occupy a central place. Training based on musical folklore is an intense process since it involves a lot of body functions and establishes the necessary connections between the neurons of the brain. Creative activity is inseparable from the healthy development and human activity in the course of cognition, development and transformation of the world and oneself. The creative activity reveals the intellectual potential of the individual, who implements both innate and acquired abilities and skills. Musical art therapeutic technologies aimed at overcoming psychological problems and the development of*

*emotional perception of children are widely used in the world pedagogical practice. However, music is able to do more; it can enhance the development of communicative and cognitive abilities in children with delayed psycho-verbal development and autistic children, which is proved by the conducted study. Learning music is as intense process as learning to read, write, and count. That is why music classes based on children's folklore are one of the most effective tools in correcting the problems of children with health limitations.*

**Keywords:** *art-therapy, gaming technology, musical therapy, folk music, rehabilitation, health limitation, correcting methods*

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## **POSITIVE SOCIALIZATION AND PREVENTION OF DEMENTIA OF ELDERLY PEOPLE**

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### **ABSTRACT**

*This article discusses the concept of positive socialization of older people. The study of cognitive impairment in the elderly is described and the results of the correctional program based on the concept of positive socialization are considered. The main*

*recommendations on the construction of work with the elderly in the framework of the concept of positive socialization are given.*

**Keywords:** *Elderly people positive socialization, dementia, socialization, longevity, social work with the elderly people*

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## **SPECIFICITY OF STUDENTS' CREATIVITY POTENTIAL WITHOUT EXPRESSED PREREQUISITES FOR PROFESSIONAL DEFORMATIONS (BURNOUT)**

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### **ABSTRACT**

*An in-depth understanding of the “creative potential” phenomenon, in particular, students without professional deformations (burnout) expressed by prerequisites. The features of the creative potential of students without the expressed prerequisites of professional deformations (burnout) are revealed: a high level of communication skills, striving for independence, heuristics; above the average level of flexibility, visual memory, leadership, personal inclination to creativity (activity, altruism, concern for others, desire to stand out, love of solitary work, curiosity, independence, pressure drop, lack of boredom, need for activity, riskiness, self-sufficiency, aspiration to risk, feelings of beauty, sense of purpose), curiosity, independence, optimism, practicality, decisiveness, auditory memory, degree of concentration, creative potential, purposeful spine; the average level of belief in oneself, competitiveness,*

*innovation, constancy, integrity, reformism, the ability to abstract, demanding, energy; below the average level of authoritarianism, ambitiousness, intelligence, revolutionism, reduction of personal achievements and professional motivation; low level with a tendency to a level below the average of prerequisites for professional deformations in general; low level of depersonalization, personal distance, psycho-emotional and emotional exhaustion.*

**Keywords:** *burnout, creation, creativity potential, depersonalization, emotional and / or physical exhaustion, personal distance, professional deformations, professional motivation, psychoemotional exhaustion, reduction of personal achievements*

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## **LEGAL BARRIERS OF INTERACTION OF THE EDUCATIONAL ORGANIZATION AND THE EMPLOYER TO ORGANIZE THE PROCESS OF PRACTICAL TRAINING AND INTERNSHIP IN THE DIGITAL SPACE**

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### **ABSTRACT**

*The modern Russian market of skilled labor is characterized by the difficulties of youth employment, including graduates of professional educational organizations and educational institutions of higher education. According to information published on the official website of Rosstat ([http://www.gks.ru/bgd/free/B04\\_03/IssWWW.exe/Stg/d04/79.htm](http://www.gks.ru/bgd/free/B04_03/IssWWW.exe/Stg/d04/79.htm)), the proportion of young people under 25 years among the unemployed aged 15 years and older in March 2019 amounted to 18,0%, and the proportion of those with no experience employment is 24.3 percent. Young professionals who have received professional education and enter the labor market after graduation from educational institutions often face various problems in employment. The main obstacle is the discrepancy*

*between the professional areas in which graduates want to find a job and those vacancies for which employers are ready to accept them. To solve this problem, it is proposed to implement an information subsystem that allows to build an effective interaction between the educational organization and the employer. To build such a system, it is necessary to analyze the existing legal regulation of the organization of practices and internships of students and identify legal barriers in the construction of the system. The subject of the study is to determine the legal barriers to the implementation of the concept of digital service of interaction between employers and educational organizations. The object of the study is the normative legal and legislative acts of the Russian Federation regulating the relationship between employers and educational organizations during the practices and internships of students. The result of the study-a list of normative legal acts regulating the interaction between employers and educational organizations, identified legal barriers and proposed changes to eliminate the identified restrictions.*

**Keywords:** *Practice of students, internships, employers, legal regulation, employment*

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## **SOCIO-ECONOMIC EFFECT OF THE INTRODUCTION OF DIGITAL SERVICES FOR EDUCATIONAL INSTITUTIONS**

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### **ABSTRACT**

*By 2024, several major national projects will be implemented in the Russian Federation. The national project " Digital economy "and the national project" Education " include several projects to create digital platforms and services for educational institutions of different levels. Now we are actively designing new platforms that will help to provide both students and employees a wide range of sets of services in the digital space. The article deals with the socio-economic effect of the introduction of such digital services in the educational environment on the example of the subsystem of interaction between educational organizations, employers, students and graduates in the organization of internships and practices on the basis of information and analytical system all-Russian database of vacancies "Job in Russia". The subject of the study is to identify the socio-economic effect of the introduction of digital services for educational organizations. The object of the study is the subsystem of*

*interaction between educational organizations, employers, students and graduates in the organization of internships and practices on the basis of the information and analytical system all-Russian database of vacancies "Job in Russia" (hereinafter personal account of the educational organization). The result of the study-formulated the socio-economic effect of the introduction of digital services in the work of educational institutions on the example of creating a personal account for interaction with employers.*

**Keywords:** *Trainees' practice, internships, employers, employment, digital economy, personnel for digital economy*

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## **DEVELOPMENT OF A MODEL FOR FORECASTING SOCIO-ECONOMIC DEVELOPMENT ON THE BASIS OF GLOBAL STUDIES OF PUBLIC ADMINISTRATION QUALITY**

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### **ABSTRACT**

*The article deals with the analysis of the impact of public administration quality on socioeconomic processes in the country, using the results of the Quality of Public Administration*

*panel study (ranking) performed under the methodology of the World Bank. We studied the impact of the ranking on the GDP per capita (PPP) value, on the GDP growth rate in certain countries and on the happiness index on a sample of 60 major and post-Soviet countries. It was shown that with QPA = 20–50%, typical of developing countries, the three mentioned results are not significantly influenced by public administration quality. We found that the ranking under study is largely focused on assessing the impact of the system of state on investment risks, which is not directly referred to in the title and purpose of the study. A comparison of the Quality of Public Administration ranking with the Business Environment Ranking and Global Competitiveness Index revealed a linear dependence between them, where the assessments based on the quality of public administration were much stricter than the other two.*

**Keywords:** *Quality of public administration, GDP per capita, happiness index, investment risks, favorable business environment, ranking, oil curse*

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## THE ROLE OF PSYCHOLOGICAL THEORIES IN THE DEVELOPMENT OF INTERDISCIPLINARY DIRECTION OF MODERN HUMANITIES “MEMORY STUDIES”

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### **ABSTRACT**

*The authors distinguish two main stages of modern memory studies formation the formation of the memorial paradigm (from the end of the XIX century to the 80-ies of XX century) and "memory boom" (from the 80-s of XX century till the present time). Analyze the conceptual apparatus formation of memory studies since the end of XIX and the 80s of XX century on the material concepts of psychology, sociology, and history. It is concluded that the dominant meaning of psychological theories in the first stage of the conceptual apparatus interdisciplinary direction of modern humanities “memory studies”.*

**Keywords:** *memory studies, historical memory, collective memory, group memory*

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## **MIGRATION AS A FORM OF CULTURAL TRANSMISSION: EUROPEAN WAYS OF RUSSIAN THOUGHT IN THE TWENTIETH CENTURY**

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### **ABSTRACT**

*The relevance of the article is determined by the fact that in modern conditions, when the problems of population migration have become critical and acute, there is a need for a comprehensive and exhaustive study of this phenomenon. The retrospective view of a historical way of European civilization allows to see what significant role was played by population migration in formation of the shape of culture. We can find a set of examples of impact of migration processes not only on external forms of culture, but even on its religious and cult traditions. Extremely broad approach to such social phenomenon as migration, allows to consider in this foreshortening the most various movements of people – whether it be within regions of one country or crossing its borders. The purpose of this article is to examine the impact of migration, caused by the sociopolitical cataclysms of the 20th century, on the intellectual processes in Europe and in Russian thought. Unique experience of the last century consists that emigration of "the first wave" had significant effect on formation of the sphere of philosophical thought. As a result of expulsion from Russia after the revolution of 1917 of the largest philosophers and theologians, in emigre circles of Paris there was a center of religious philosophy which became the platform of intensive intellectual interaction of two cultural and historical worlds – the West and the East. The Russian postrevolutionary diaspora – quite rare example in historical prospect of significant mutual enrichments of East Christian and West Christian religious and philosophical traditions. This process is investigated in the work by the method of retrospective analysis.*

*Throughout the entire period of the development the Russian thought was in dialogue with the West. The new situation not just deepened this dialogue. The crash of Russia extremely sharpened all the problems of Russian culture, set the task of judgment of the causes of crisis, search of an exit from it. "Silver age" of domestic philosophy, its bright blossoming at the beginning of the XX century raised many questions on which it did not manage to give the answer. It was the accelerator on the way of the Russian thought "from Marxism to idealism". The postrevolutionary situation both in Russia, and beyond its limits, promoted religious reconsideration of all philosophical perspective, its extreme existential pointedness. Fruits of this dialogue and this reconsideration as available to us the results of the process being studied, are in focus of attention of this research.*

**Keywords:** *Russian emigration, Parisian school, neopatristic synthesis, dialogue of the East and West*

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## INTERNATIONAL MASTER'S PROGRAMME IN ADAPTIVE PHYSICAL ACTIVITY

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### **ABSTRACT**

*The article deals with the concept of building an innovative international master's program in the field of physical activity for people with disabilities. Analyzes the main problems and prospects of training specialists of a new type, able to perform managerial, pedagogical, preventive and rehabilitation activities on the basis of complex application of means of adaptive physical exercises, sports, recreation and tourism, combine the concept of adaptive physical activities.*

**Keywords:** *education, adaptive physical activity, rehabilitation, recreation, inclusive tourism, persons with disabilities*

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## MODERN FORMS AND METHODS OF WORK WITH RECIPIENTS OF SOCIAL SERVICES

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### **ABSTRACT**

*The success of innovative activities depends on many factors, which this study classifies. This study investigates innovations and innovative processes in social activity and their subsequent adaptation to modern social work, with a view to improving the performance of social worker and the quality of social services provided to the population and certain categories and groups of citizens, who find themselves in difficult life situations. Experts distinguish two components in the structure of innovation: the technological process of innovation and the functional process of the use of its potential. The conclusion is that social workers should have knowledge and skills of using social innovations and motivation for positive changes due to the reform-oriented modern Russian social development and the modernization of the social service system. Currently, all spheres of the society are exposed to innovative processes. Therefore, knowledge of historical, theoretical, and practical issues related to social innovation is of great importance for the improvement of social work.*

**Keywords:** *social work, social service, innovation, development models, society adaptation*

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## **PECULIARITIES OF INSTITUTIONAL DEVELOPMENT OF THE LABOR MARKET IN RUSSIA**

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### **ABSTRACT**

*As a result of the study, it was proved that the institutional development of employment in Russia depends on the degree of conformity of formal and informal institutions, and the higher the degree of discrepancy between them, the higher the risk of the spread of informal labor practices and the formation of an employment policy that does not meet the requirements of the modern development of the country's economy. To mitigate this problem, the article proposes three schemes of action and proves that the third is the most preferable: the first approach is pulling up the formal sector of the economy to the informal, i.e. It is proposed not to impose artificially constructed formal institutions, but to legalize already existing informal norms and practices by which society lives; the second approach is pulling up the informal sector of the economy to the formal; the third approach is the oncoming movement of formal and informal institutions, for its implementation, the state must carry out two functions: stimulating, i.e. contribute to the formation of a legal environment that would fill the vacuum between existing formal rules and actual labor practices, and punish, that is, the state*

*should create favorable institutional conditions for monitoring the implementation of labor legislation and applying measures in case of violation.*

**Keywords:** *labor market anti-institutions, institutional development, informal employment, institutional traps*

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## **CHOICE OF LIFE STRATEGIES IN CONSTRUCTION OF A TEN-YEAR PERSPECTIVE BY PEOPLE OF THE ELDERLY AGE**

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### **ABSTRACT**

*The article presents the analysis of cross influence of psychological parameters which are important in choosing of life strategies by elderly people and in setting their life goals in ten years perspective. The article presents an overview of various approaches existing in world and national studies of the problem. This study demonstrates mostly non-linear nature of the cross influence. The study was carried out within the methodological framework of the activity approach using nonlinear connections mode. For comparison of parameters the correlation coefficients are given as a result of statistical relations method analysis*

*usage. The article considers five thematically-chosen dependencies. The results reveal many additional aspects of the choosing life strategies and allow further research in this direction. The results of the study could be used in practice of individual counseling of persons of different ages.*

**Keywords:** *Time perspective, life strategies, life path, elderly people, parameters of triads, comparative weights, goal setting, value-semantic content*

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## **DEVELOPMENT OF ENTREPRENEURSHIP IN THE AGE OF DIGITAL ECONOMY**

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### **ABSTRACT**

*This article analyzes the changes in civil law regarding the introduction of the digital economy. The reform of business legislation is a necessary factor for the development of economy as a whole. The article considers the place of corporate contract in the contract system and dwells on the role of information and the information component in corporate relations. In the course of the study, the authors used the general scientific and private law methods of cognition: historical legal, formal legal, comparative legal, sociological, etc. The main method used was the comparative method which allowed us to compare the implementation of civil law before and after the reforms. The results achieved can be useful to civil scientists, as well as*

*practicing lawyers studying corporate relations in general and the business activities of corporate legal entities in particular.*

**Keywords:** *corporate relations, corporate contract, information, information security, digital economy*

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## **SOCIAL RISKS OF A GLOBALIZING NETWORK SOCIETY**

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### **ABSTRACT**

*The analysis of the modern network society highlights the most significant social risks caused by the formation of the digital world, the development of new network technologies. Globalization processes generate new challenges in the modern world associated with the deepening of inequality caused by the consequences of digitalization of the economy and culture, the expansion of the use of new network technologies based on crowdsourcing, collective intelligence, big data and blockchain. Based on the systematic analysis the characteristic features of the manifestation of this type of risk is investigated and analyzed the factors that reduce the possibility of their negative consequences, which reduces the risk dependence of a particular type of society. Among the most significant factors contributing to the reduction of risk dependence are the following: reducing the gap in economic and digital inequality, building trust and transparency of information flows, creating conditions for interaction between the creative initiative of the masses and the knowledge of experts.*

**Keywords:** *blockchain, crowdsourcing, «collective intelligence», globalization, fourth industrial revolution, inequality, network society, network social technologies, risk, trust*

## CONSTITUTIONAL STANDARDS OF THE SOCIAL STATE

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### **ABSTRACT**

*The Relevance of the problem is due to the needs of the development of law-making and law enforcement activities in order to solve the most important problem of modern society-effective social protection of citizens. The subject, the purpose of the study:the purpose of this article is to develop doctrinal positions, revealing the peculiarities of the constitutional standards of the social state, the constitutional model of the Russian state, the study of foreign experience of formation and development of the welfare state, defining directions of improvement of legislation. Research methods: one of the leading approaches to the study of this problem is the dialectical relationship between the economic and political level of development of the state and the provision of social rights of citizens. The system-structural approach allowed to consider the social state as an integral system. The study has found wide application of the comparative legal method. The doctrinal bases of constitutional standards of the social state are Formulated, the directions of improvement of the legislation of the Russian*

*Federation are offered. The materials of the article can be used in the domestic and foreign theory of constitutional law, in the rule-making activities of the Russian Federation, the practical activities of the Executive authorities, the educational process. The problems of ensuring the constitutional standards of the social state are considered through the prism of improving the economic, political, spiritual spheres of state activity, increasing the responsibility of the state and the individual, the use of advanced foreign experience in this area. The article analyzes the doctrinal provisions of the social state, the legislation of the Russian Federation, regulating the level of social security of citizens, foreign experience in this field. It is established that the welfare state in the broad sense is a democratic socio-political power is a mechanism to ensure (guarantee) through a system enshrined in legislation, standards, a combination of social responsibility of both the state and the individual is worthy (high) level of life and reproduction as the main collective actors in society (peoples, Nations, social groups) and individuals on the basis of a socially oriented market economy and high level of cultural development.*

**Keywords:** *social state, constitutional standards, social standards, guarantee state, constitutional model of social state*

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## **PEDAGOGICAL PROBLEM OF DEVELOPMENT OF MUSICAL THINKING IN THE COURSE OF TRAINING OF PERFORMING MUSICIANS**

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### **ABSTRACT**

*The issue of development of creative abilities and musical reflection is multifaceted and requires systematic research. The stages of this research are as follows: clarification of such concepts as thinking, creativity and creative abilities, identification of the principles governing the development of these personal qualities, building a model of development of creative abilities, studying the mechanisms of mental activity typical of musicians and the ways of improving their heuristic and figurative thinking. Comprehensive approach to the phenomenon of musical thinking help to develop, assess and test both traditional and innovative methods of enhancing thinking as one of the key personal capabilities. Teachers point out the didactic reasonableness of introducing problem situations into the process of musical thinking development. It is growing due to the following factors: understanding the figurative and semantic content of the composition; looking for figurative analogies, comparisons and associations; feeling compassion for the emotions expressed in the piece; choice of one's own interpretation of the opus; building the form of the composition*

*and looking for the logic of its development; analysis of harmony, rhythmic, melodic, agogic, texture and other expressive means and patterns in the structure of the composition.*

**Keywords:** *musical thinking, professional training, music teacher, performer, pedagogy*

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## **ANALYSIS OF THE SOCIO-PSYCHOLOGICAL ADAPTATION OF EMIGRANTS IN GERMANY AND RUSSIA**

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### **ABSTRACT**

*The phenomenon of mass migration movements, quantified by the migration of millions of people from one country to another, has become a social, psychological, economic, political factor, which is widespread for the whole globe, and requires the closest attention from the relevant disciplines. Of course, the accumulated empirical data already allow us to draw certain conclusions, in particular, in the segment of adaptation of a newcomer to a different sociocultural environment that is fundamentally important for this topic. Further development of such studies requires the multiple efforts of social psychologists in order to obtain recommendations for regulating this process.*

**Keywords:** *adaptive abilities of immigrants, cultural hybrid, emigration situation, marginal personality*

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## **DEVELOPMENT OF THE SYSTEM OF REHABILITATION OF DISABLED PEOPLE FOR IMPROVEMENT OF QUALITY OF THEIR LIFE IN THE RUSSIAN FEDERATION**

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### **ABSTRACT**

*Article is devoted to the analysis of a problem of rehabilitation of people with disabilities, and also to a solution of the problem of social security and improvement of quality of their life as priority direction of state policy of the Russian Federation. Analytical material on a problem of the differentiated approach to rehabilitation of disabled people taking into account their specific features realized through programs of rehabilitation of disabled people for increase in their economic and social wellbeing is presented in article. Authors of a research analyze the main stages and the directions of rehabilitation process which realization provides use by disabled people of technical and other means of rehabilitation, creation of necessary conditions for easy access of disabled people to objects of engineering, transport, social infrastructures and use of automobiles, communication and information and also providing disabled people and members of their families with information on issues of rehabilitation of disabled people. As objectives of this research authors defined consideration of organizational forms, contents and the directions of complex rehabilitation of people with disabilities. As a result of the conducted research, authors came to a conclusion that social and rehabilitation process can be successfully realized only on the basis of a complex of the*

*principles by which subjects of rehabilitation, society, the state and, of course, objects of rehabilitation are guided in the activity.*

**Keywords:** *people with disabilities, disability, rehabilitation, individual program of rehabilitation and abilitation, social policy, quality of life, social security, independent life, principle of active participation*

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## **MENTAL CONDITIONS OF CONVICTED WOMEN IN PRISON**

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### **ABSTRACT**

*The central place in the article is given to the results of an empirical study of the mental states of convicted women at various stages of serving their sentences. Two groups of convicted women took part in the study: the first group consisted of women who had recently arrived in a correctional institution (at the initial stage of serving a sentence), the second group consisted of convicted women who, at the time of the study, had already served part of their sentence. The results of the study revealed the presence of anxiety, as the dominant mental state of convicted women who are in the first stages of serving their*

*sentences, and who have not yet moved from the quarantine department to the detachment. The results should be used in the organization of psycho-educational, psychocorrectional work with convicted women, as recommendations are given.*

**Keywords:** *Correctional facilities, mental conditions, convicted women, serving sentences, penal system*

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## **VIRTUALIZATION OF GLOBAL CULTURE: COMPARATIVIST ANALYSIS**

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### **ABSTRACT**

*The article describes the phenomenon of virtualization that is dynamically developing in connection with the large-scale digitalization partially in all spheres of the modern society. The genesis of the concept and its changes is also analyzed. It has been demonstrated that virtualization is not only social networks, interactive technologies, media aesthetics, but also it is an element of mass perception of artificially simulated reality different from others, for example, perception of text formats.*

**Keywords:** *art, comparative analysis, culture, mass culture, technological progress, reality, virtual reality, virtualization, virtuality*

## **CONTEMPORARY TRENDS IN THE SYSTEM OF HIGHER EDUCATION IN RUSSIA AND IN THE OTHER COUNTRIES OF THE WORLD: COMPARATIVE ANALYSIS**

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### **ABSTRACT**

*The article represents the main trends in of education development, their reasons of changes and their consequences. The authors reveal the key tendencies of the higher education system development in modern Russia and the other countries of the world. The research is based on statistical data of the Federal Statistics Service (Rosstat), the CLLE of Ranepa, RIA Novosti and other analytical sources. The authors apply the methods of document analysis: traditional analysis of documents, as well as secondary, comparative analysis. The article points out the possible trajectories of evolution of university education in Russia.*

**Keywords:** *global education, labour market the system of higher education, socio – economic relations*

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## **USE OF THE ROLE PLAY METHOD IN TRANSLATION TRAINING FOR POLITICS, BUSINESS AND SOCIAL WORK**

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### **ABSTRACT**

*This paper deals with the results of the study aimed at developing a scientifically based and practically verified methodology for development of translation competence for business, politics and social work in translation students on the role play basis. Application of theoretical and empirical methods (observation, testing, conversation, survey, expert evaluation, self-assessment, ranging, pedagogical experiment) as well as statistical ones (quantitative and qualitative analysis of the results rendered by the pedagogical experiment) made it possible to determine specific features, organizational and methodological conditions and a staged technology of developing translation competence in future translators/interpreters for business, politics and social work using the role play methodology. It has been found out that role play is an efficient educational means consisting of a set of active tools and methods: discussions, brainstorming, analysis of specific work related situations, instruction based activities, etc.; role play, as a method of translation competence development in a future translator, has the potential of recreation of the subjective and social contents of translators' professional activity, enables simulation of the relationship system "translator*

*– language carrier” and performs a number of functions, which support: mastering of the social standards of formal corporate communication; adjustment of the individual educational style; development of interaction and communication styles; influence on the speech and cognitive activity and development of the analytical potential of the participants of a training session; improvement of cooperation skills, trained through making decisions as a group, in the course of analysis or critical evaluation of the decisions made by other groups. The results of this research can be used to design proprietary courses associated with theory and practice of translation/interpretation, as well as methodological study guides and corresponding programs, in the educational process at higher educational institutions.*

**Keywords:** *educational quest, foreign language training, information and communication competence, role play, sphere of politics, business, social work, translation competence, web quest*

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## **DEMOCRATIZATION OF POST-SOVIET GEORGIA - PROBLEMS OF CONTROL OVER THE ACTIVITIES OF POLITICAL ELITES**

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### **ABSTRACT**

*For some reasons the ruling elites of Georgia, rising to a higher level in the structures of state power at various stages of the country's historical development considered, that one of the factors hindering its democratization is the undemocratic nature of the forms of governance enshrined in the Constitution. For this reason, despite the relatively short period after Georgia gained independence, managed to change several forms of republican government, starting with presidential, continuing with semi-presidential and ending with parliamentary republic. Nevertheless, the Georgian state is still very far from the implementation of the tasks of strengthening democratic values and the formation of democratic principles, which is not difficult to ascertain by looking at least some key points of the country's political history in recent years. If we review the most important aspects that determined the functioning of the political system of Georgia in the post-socialist period, it is striking that the current ruling elites each time set the goal of pursuing the policy of maintaining power at all costs, including the usurpation of power*

*and without any responsibility to the voters. In turn, it provoked “revolutionary processes” or, at best, ended with a change of state elites through the use of electoral procedures, but under the conditions very close to “revolutionary”. Based on the above, the purpose of the presented article is as follows: to understand the problems, that hindered the process of liberal democratization in Georgia, and to determine which model of the democratic system in terms of the functioning of an ethno-national community that has historically formed in a specific cultural and geographical environment, could be the most acceptable for the country.*

**Keywords:** Georgia, political system, the ruling elite, democratization

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## **SOCIAL PROJECTS IN THE SPHERE OF ORGANIZING LEISURE OF THE CITY POPULATION: DOMESTIC AND FOREIGN EXPERIENCE**

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### **ABSTRACT**

*For the effective functioning of a large city, a metropolis, it is extremely important to have in the infrastructure areas and facilities for recreation of citizens, for cultural and entertainment leisure. In*

*this article, it is offered to consider the unique project, which was accomplished in Moscow, the capital of the Russian Federation, in the very city center – the creation of multipurpose Zaryadye Park. The article presents the technology of creating a modern park infrastructure, as well as a comparative analysis of foreign and domestic practices in the development of new recreation opportunities. In addition, the article proposes to intensify the use of the socio-engineering methodology of management decision-making that provides a scientific basis for the project activity. Much attention is paid to the tasks which arise with regard to modern park areas. This includes a broad range of scientific and educational programs that contribute to sparking an interest in different age groups to knowledge and innovation, as well as the uncovering historical and natural resources of Russia, creating an oasis for recreation and walks. Moscow State Autonomous Cultural Institution Zaryadye Park is the first park built within the boundaries of the Boulevard Ring. It is a new cultural driver of Moscow, a key link in the network of walking routes around the Kremlin. Unlike other Moscow parks, which have vast territories for the organization of recreational activities, Zaryadye Park has a number of features, which make it unique, namely, a rather small area, multilevelness, botanical collection that demonstrates the natural diversity of Russia, media complexes, which have no analogues in Moscow, and a broad range of offered scientific and educational programs. Various information kiosks are available in the Zaryadye Park for visitors, as well as tourist information centers, exhibition halls, souvenir and gift shops, cafés and bars, the ice cave, the florarium, Sacred Embassy scientific-educational center; large amphitheater, concert hall, and modern gastronomic food court.*

**Keywords:** *project activity, recreation areas, Zaryadye Park, cultural and leisure activities, the socio-engineering methodology of managerial decision-making*

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## THE EFFICIENCY OF YOUTH ENTREPRENEURSHIP GOVERNMENT SUPPORT IN METROPOLITAN CITIES

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*The article studies the current state of youth entrepreneurship government support in metropolitan cities. The sociological study analysis on youth as a business entity and the phenomenon of youth entrepreneurship itself made by the authors shows a number of obstacles in carrying out the government programmes to support young entrepreneurs in Moscow. It is noted that the State develops various programmes and organizes forums to assist young entrepreneurs, but even as youth is less anxious to do business in view of such specific reasons as bureaucracy, heavy taxation, financial expenses, the lack of initial capital and others. The conclusions of the study come down to the fact that the work being done by the State and aimed at promoting and developing youth entrepreneurship, requires further work and must be improved.*

**Keywords:** *state support, megacities, youth, youth entrepreneurship, entrepreneurial activity, sociological research, economic activity, efficiency*

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## ASSESSMENT OF THE LEVEL OF HUMAN SECURITY IN THE COUNTRIES OF THE EURASIAN ECONOMIC UNION

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### **ABSTRACT**

*In the modern world of all kinds of risks and threats, in the conditions of mutual influence of demographic changes and socio-economic stability, the issues of human (or personal) security are quite relevant. The study of human security as a scientific category, the allocation of its components, criteria and indicators of evaluation are of great interest. In order to identify the existing problems, the authors paid special attention to the comparative analysis of personal security indicators and the Human Development Index of Russia and the countries of the Eurasian Economic Union. The results of the study show that the most urgent problems for the countries of the Eurasian Economic Union, in which they lag behind the leading countries of the rating, are life expectancy and the level of socio-economic development.*

**Keywords:** *human security, Eurasian Economic Union (EAEU), Human Development Index (HDI), problems of security, life expectancy, socio-economic indicators, level of security, economic security*

## **FINANCIAL SECURITY AS THE BASIS FOR SUSTAINABLE BALANCED DEVELOPMENT OF THE REGION**

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### **ABSTRACT**

*In the context of the impact of sanctions and the economic crisis, the most important task of the state is to ensure and maintain its economic security. Finance is the driving lever of any economic system. But the finance's main drawback is its limited nature in solving a large number of equal strategic objectives of sustainable development. Taking into account the unstable seppuku of political and economic relations between Russia, the United States and the European Union, we consider it necessary to create a new powerful financial unit of national security. At the same time, the state administration of economic security should not only be a "response to Western sanctions", but it is necessary to form an effective mechanism of public financial management within the framework of national policy.*

**Keywords:** *state policy, national policy, regional management, sustainable development, financial security, financial potential, economic security*

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## **MODERN APPROACHES TO SEGMENTATION OF PROFESSIONAL LABOR MARKET OF TEACHERS UNDER CONDITIONS OF USE OF ARTIFICIAL INTELLIGENCE**

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*The article analyzes the main approaches to the segmentation of the professional labor market of university teachers in the conditions of using artificial intelligence. It is shown that in conditions of deepening the differentiation of the teaching community, segmentation of teachers is one of the main elements of staff marketing in higher education. During the study, a set of sociological methods was used. The created tools made it possible to reveal the possibilities of segmentation, depending on the characteristics of motivation, requests to the university-employer, and the chosen professional strategy. Particular attention is paid to the segmentation of the faculty of universities*

*on psychographic grounds. The originality of this work lies in the creation and justification of the author's version of the concept of forming a model for segmentation of the professional labor market of teachers in the context of using artificial intelligence in the interest of increasing the effectiveness of universities taking into account the gender aspect. As the basic factors of segmentation, we used the productivity of teachers and their competitiveness in the professional labor market. The article shows that the implementation of the segmentation of the faculty of universities using artificial intelligence from the perspective of employers allows you to make effective management decisions based on a well-structured personnel policy, as well as more fully use the scientific and pedagogical potential of the university, which is a key task in modernizing higher education schools.*

**Keywords:** *university teachers, professional labor market, labor market segmentation, artificial intelligence, modernization of higher education*

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## **LABOUR MARKET DIVERSIFICATION AND ECONOMIC RESTRUCTURING**

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### **ABSTRACT**

*The formation of the phenomenon of diversification of the labor market taking into account the qualitative changes in the world production processes today seems to be a promising area of research. Management of this process will reduce social risks for the population and improve the quality of life through the planned distribution of jobs. Human resources in the modern world are formed spontaneously. The needs of the economy in certain personnel and specific human capital can be predicted. The orientation of the planned indicators on the real needs of the economy will form a more efficient distribution of labor resources. The object of this study is the process of diversification of labor resources in a turbulent economic environment. The subject of the study is the formation of the labor market. Promising directions in the development of forms of employment in the labor market, both the Russian Federation and foreign countries are quite relevant today. The socio-economic situation in our country and some regions is unstable, which has an impact*

*on the labor market. This fact is facilitated by such factors as the increase in international competition, the formation of information and technological infrastructure, the globalization of the economy. Therefore, based on this trend of long-term socio-economic development of Russia, an elastic and effectively developing labor market is a significant component of the modern economy.*

**Keywords:** *human capital, human resources, human resources management, labor diversification, labor productivity*

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## **DESTRUCTIVE IMPACT OF INDIVIDUALIZATION OF PERSONALITY FROM EDUCATION IN THE LABOUR MARKET**

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### **ABSTRACT**

*This article discusses the negative impact of the consequences of the free labor market in a free market. Destructive consequences directly for the majority of the population form an economic*

*situation in which a person cannot be confident not only in his stability, but also in the stability of the state. Ideological resistance of the minority to planned indicators and information on "no" individuality of the individual in the scale of the state economy have led the economy to a state of permanent stagnation. The choice of each person forms the labor market and the economy as a whole. Targets in this concept are becoming more preferable for the majority of the population.*

**Keywords:** *labor market, social entropy, planned economy, individualization of personality*

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## **PROTEST ACTIVITY OF CITIZENS: REGIONAL ISSUE**

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### **ABSTRACT**

*The purpose of this paper is to analyze the results of assessment of the population's protest activity in Russian regions, as well as the underlying causes and factors. We have analyzed the level of social tension as a prerequisite for the protest activity of population in Russian regions, have revealed the protest potential*

*of citizens. For our analysis, we used the results of research performed by leading Russian public opinion research centers. The comparative analysis results have allowed us to draw a conclusion that combination in a region of trends for the growth of social tension, protest activity, and protest potential, as well as the increase of values of the appropriate indicators let us suppose the increase of the danger of a crisis situation in the region.*

**Keywords:** *social tension, protest activity, protest potential, protest act, conflict, discontent*

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## **FASHION AS A WAY OF YOUTH SOCIALIZATION**

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### **ABSTRACT**

*The role and possibilities of fashion in the process of socialization of adolescents and youth are analyzed. The main functions of fashion, which are especially important for the young generation: the distribution and formation of certain patterns of behavior,*

*cultural and social self-identification of young people are considered. Factors are presented that confirm that the main goal of following fashion is the choice by young people of certain life and cultural values, often made unknowingly, thanks to such fashion signs as imitation, gender, mass, social regulation of the socio-cultural aspects of life and universalization.*

**Keywords:** *Fashion, youth, culture, values, society, self-identification, cultural identity*

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## **SPREADS TO BENCHMARK AND CREDIT QUALITIES OF ASSET BACKED SECURITIES THE IMPACT OF 2007 SUBPRIME MORTGAGE CRISIS**

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### **ABSTRACT**

*This paper assesses the role of subprime crisis of 2007-2010 in primary market spread at issue for European and the United States asset-backed securities from 2006 to 2016. More specifically, this study empirically investigates how bond and issuer characteristics differently affect issuance spreads during and after the subprime mortgage crisis that triggered financial turmoil. Furthermore, the paper discusses key aspects of ABS issues that affect issuance spreads and contribute to predicting the certain credit quality. The study's main findings are that ABS issues in times of crisis have significantly lower spread compared to post-crisis ABS issues. Also, issues during the crisis are observed to be less likely to get highly rated while post-crisis issues are more likely to have higher credit rating.*

**Keywords:** *Asset-backed securities, Securitization, Structured finance, Special Purpose Vehicles, Credit ratings, Subprime mortgage crisis*



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