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WYDAWNICTWO

WYŻSZEJ SZKOŁY BANKOWEJ

al. Niepodległości 2, 61-874 Poznań

tel. 61 655 33 99, tel./fax 61 655 33 97

e-mail: wydawwsb@wsb.poznan.pl, dzialhandlowy@wsb.poznan.pl

www.wydawnictwo.wsb.poznan.pl

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Summaries

Maciej Szczepanik

The Influence of Inflation on the Level of Wages in Enterprises Sector in Polish Economy

The purpose of this article is to analyze the influence of inflation on the level of remuneration in the free market economy, especially in Poland, and to compare the power of this influence between labour markets in Poland and other countries. The article describes the influence of inflation on the level of wages and also the influence of an increase in wages on a rate of inflation with special attention paid to theory of economy and empirical researches. The results of author's researches on the influence of changes in inflation rate on the level of wages in Poland are presented and commented in the last part of the article.

Agnieszka Bukietyńska, Mariusz Czekala

Open Pension Funds (2000-2010) and rate of GNP in Poland

In the paper the authors analyse the real income of Open Pension Funds in Poland from 2000 to 2010. The comparison with growth of GDP is the main problem. It was proved with high probability that the profitability of OPF is better than GDP growth.

Lech Miklaszewski

Cultural shock and its symptoms and consequences in the case of Bank Zachodni S.A.

In this paper the author describes the phenomenon of cultural shock, its symptoms, consequences and the ways of overcoming it. The way of how acculturation (cultural adaptation) influences the effectiveness of an organization has been described as well.

This issue is presented in theoretical perspective and also in the light of the acquisition of Bank Zachodni S.A. by Irish financial investor AIB and on the basis of the merger of Bank Zachodni SA and Wielkopolski Bank Kredytowy S.A.

Jarosław Dariusz Firlit

**Role of the intermediary in real estate transaction
with commercial bank assistance**

The following article presents the profession of the intermediary in real estate transactions with commercial bank assistance. Through issues discussed in the article the reader is informed about the extent of duties on both sides as well as the benefits provided by mutual cooperation. The bank which wants to increase sales while reducing cost enter into pertinent contracts and the intermediary interested in increasing his market competitiveness, is obliged to present a suitable credit offer to its clients. Thanks to such cooperation the market can grow quickly and it depends on us alone to either save valuable time or keep browsing through market offers alone in the maze of rules and regulations.

Mateusz Rak

The relationship of NGOs with public administration and business companies

At the beginning of the article there is a brief description of NGOs. Then the community organizations are presented as a partner of public and business organizations, stressing the benefits of such cooperation. Then, different models and forms of partnerships with business organizations are presented and the results of research, diagnosing the present state of cooperation between business sectors and NGOs in Poland are mentioned. Another part of the article deals with the cooperation of NGOs with public administration: the rules, factors conducive to cooperation and limiting, forms of cooperation and its consequences.

Radosław Ryńca, Dorota Kuchta

Transfer of knowledge and technology in Polish higher education

Increasing competition has caused a change in the way of management in higher education institutions. Many universities have recognized the need for marketing mana-

gement of organization and concentrate their efforts on meeting the expectations of the clients. Some universities have recognized the need for cooperation with the business that made possible the commercialization of the results of scientific research. In the literature, problems associated with the transfer of knowledge and technology have been presented for a long time. The purpose of this article is an attempt to present the substance of the transfer, conditions, and barriers and difficulties in the flow of knowledge and technology in Polish higher education.

Tomasz Galewski

Transition into the Information Society. The projection or reality?

The article presents a retrospective of concepts regarding social transformation resulting in information society creation. The fundamental question is whether it can be stated if we already live in an information society or are we still aiming at it. The paper attempts to systematize the concepts related to information society. The author also tries to answer the question, what particular meaning the information has in IS. Especially emphasized are: communication in information society and information flood. The paper ends with a description of further economic and social development directions.

Angelika Kaczmarczyk

Financial reporting as language of business

The aim of elaborating the financial statements is to provide useful information on the financial status. Falsifying the financial statements is an international manipulation aimed at hiding the real financial status of the entity and is always accompanied by breaching the principal rules of accounting.

Leszek Bednarz

Methodical aspects of standardization of work processes

Standardization of work understood as setting, communicating, following and improving mandatory regulation of work processes is an important and controversial management problem. There is no clear and obvious answer to a question about the approach

to standardization of work processes and its impact on effectiveness and efficiency of workers.

This article attempts to provide general and specific conditions as well as principles and outlines the methodology in selecting the scope, level and how to standardize the regulations for both routine work of production and non-routine work of conceptual. The presented approach identifies the external and internal conditions to be included in the standardization of work processes.

Robert Majkut

**Initiative as a determinant of the quality of life in a big city
(Wroclaw community as an example)**

The article discusses the issue of the influence of initiative on the quality of life of city dwellers. The theoretical basis is the system concept of the city pointing out the mutual relations among economics, culture and sociopsychology of the system participants such as the city. The empirical aspect of the article is based on the secondary analysis of the statistical data and the outcomes of the poll studies on the community of Wroclaw. The initiative affects their significant areas of the inhabitants' existence and consequently determines their quality of life. Referring to the research done on Wroclaw inhabitants one can notice the relations between the initiative and the economic standing of the city and the inhabitants' satisfaction of the city's situation.

Piotr Szczepaniak

Financial risk of companies in Poland over the years 2004-2009

The selection of the optimum structure of financing sources is one of the most important and difficult decisions that the management staff faces. That is why the paper aims at evaluation of financing assets in non-financial sectors in Poland over the years 2004 - 2009. The analysis of debt ratios has shown that there is a big differentiation in sectors as well as a strong dependence on the economic cycle phase. The measurement of the financial leverage has indicated only five sectors which experienced improvement of the owners' return rate due to foreign capital used. The standard deviation of the general debt ratio and the short term debt ratio revealed sectors with the lowest and the greatest financial risk. Pearson's linear correlation coefficients in most sectors prove that there is a strong and significant relation between studied ratios.

Józef Michał Soroka

Social responsibility of companies and manager roles

Author on basis of literature analysis and results of survey conducted in two companies, tries to answer the question, which roles performed by high-level managers are significantly useful in realization of idea of social responsibility in companies.

Agnieszka Piasecka-Głuszak

Methods for planning purposes MRP and Just in Time as strategies to support the logistics system in a production company

This article presents the fundamental techniques of material requirements planning as a strategy for supporting the logistics system in the enterprise production. The described methods MRP I, MRP II, MRP III, Just In Time were produced in different periods of the twentieth century to refine the process of planning, efficient management of the flow of goods and information. The methods are based on the MRP computer systems include clearly defined volume of demand, the term of the contract, as well as provide other data relevant to the company's logistics system and its activities. Just in Time method is rather based enterprise management system for submission and acceptance of small quantities of ordered products on the so-called. time of actual need. The author described all methods focused primarily on the presentation of the main objectives, principles of operation, as well as their advantages and disadvantages.

Mariusz Opaliński

Public Relations, Marketing and Corporate Social Responsibility

Public relations is too often absorbed by the system of integrated communications of marketing. Thus there is a breach of the bond with the original concept of long-term-go social dialogue, conducted on the basis of reciprocal exchange of information with the social environment of the organization. Growing demands for adoption by the organization of social responsibility are a chance for incorporation of this concept in the structure of business communication. The benefit of this exchange for the organization is information about the expectations of social environment, which belongs to the management of crisis prevention. While stakeholders gain an ally in the corporate, a good self-interest, citizen identifies the needs of the environment.

Oleksandr I. Sharov, Arnold S. Korkhin,
Leonid M. Solodovnyk, Vasyl V. Tsykhmystro

**Computerised Modeling of Perspective Development of Coal Mining Association
Taking into Account both Environmental and Social Factors**

The article describes a method of optimum planning the Coal Mining Association development for a decade as well as different development variations depending on a number of economic factors.

Valentina Shapoval

**Modern Models of Social Responsibility of Business:
Common Features and Differencies**

The article studies available models of social responsibility of business from the point of view of national traditions and problems of specific states. Besides there are characterized models of socially responsible behaviour of companies depending on corporate governance traditions. The author analyses models of social responsibility of business in developed countries showing their common features and differences.

Dariya Pilova, Kateryna Pilova, Andrej Cherep

**The Economic Security of Ukraine's Ore Mining and Processing Enterprises
in the Light of Globalization**

The article is devoted to the research of the competitiveness of Ukraine national economy by the economic security ensuring of their ore mining and processing enterprises in the globalization context.

The factors of macro- and microenvironments of Ukrainian ore mining and processing enterprises that influence their competitiveness are examined. Direct dependence of economic security on the production volumes is determined as the most powerful factor in economic security of these enterprises. The special attention is paid to the analyses of such factors of Ukrainian mining enterprises as secondary character of demand on the products; small internal demand on products and export directivity; low product competitiveness, which is caused by low quality of mineral raw material, high enterprises' wear rates of basic production assets and other reasons.

The article deals with the analysis of integration process in the world mining and smelting complex. Considering the distinctiveness of Ukrainian ore mining and processing enterprises' operation and their place in the world market of iron-ore raw materials, the globalization factors and their influence on economic security of these enterprises in the aspect of creation of new opportunities for their development and emergence of threats to their security because of globalization are researched. It is stressed that Ukrainian mining industry has approximately the same level of consolidation as worldwide, but also far less potential for mergers and acquisitions within the country. In the context of globalization the main opportunities of increasing economic security level of Ukrainian ore mining and processing enterprises are analyzed.