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Prof. Dr. Konrad Gunesch – Keynote Speaker/Online
London Centre for Interdisciplinary Research, London, United Kingdom

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easy to learn chemıstry at university

Maria Mar López Guerrero, Elisa Vereda Alonso, Gema López Guerrero

Working while sick - motives of presenteeism. European perspective

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Abstract

Continued presence at work during illness defines the phenomenon of presenteeism. This phenomenon has gained popularity recently. Moreover, the incidence of sickness presenteeism is rising, alongside reductions in absenteeism. That is why, an in-depth analysis of factors underlying presenteeism, both socio-economic and work-related, is highly desired.

We assume that there is a differentiation in the nature of motives that drive women and men when choosing to work during illness. Basing our initial empirical analysis on questions on presenteeism from the s European Working Conditions Survey 2010-2021, we found that presenteeism is dependent on gender and geographical location. We therefore decided to base the modelling of the determinants of presenteeism on a geographically weighted regression. Thus, the study aims to extract and explain the territorially varied relation between socioeconomic factors and sickness presenteeism in European countries from gender persepctive.

Based on the conducted research, it was proven that the sickness presence observed in the analyzed countries was highly gender and spatially diverged. The study identified a number of factors influencing presenteeism in the workplace. The results indicate that men are more motivated by economic issues (e.g. the level of earnings or household financial situation) but women are guided by so-called emotional factors.

Innovation ecosystems as an alternative to strengthen the business fabric in region. Case: S-Innova, regional innovation initiative in Santander – Colombia

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Abstract

Innovation ecosystems seen from territorial dynamics can be viewed from different dimensions such as political, economic, social or environmental, which generally support the synergy of the actors or organizations that make them up and interact in order to participate in knowledge transfers or connection. through different mechanisms or initiatives that generate value for society in general. For the case under study in this research work, the structure that the innovation ecosystem of the Santander region in Colombia has been implementing through the S-Innova initiative is exposed, which has been promoted and developed with actors. of the university, the company, the government and society represented in technology-based entrepreneurs, with the purpose of promoting actions that contribute to strengthening the business fabric in the region, through the adoption of research results and technologies that are derived from the activities of inventors and entrepreneurs. The methodology implemented is based on a literature review using the Scopus database and open access databases on innovation ecosystems, thus guiding the structuring of the case study that has been taking place since 2020 in the Santander region, encouraging: (i) the creation of an incubator for technology-based ventures; (ii) the design and adoption of a maturation route for the ventures that arrive at the incubator, accompanied by the capabilities of the actors who have supported S-Innova, and finally, (iii) the generation of articulation activities with actors or organizations that even transcend geographical borders, to formulate and execute joint projects that maintain the purpose of strengthening the business fabric through actions to transfer knowledge and technologies to the market.

Forecasting the pensioners financial well-being in European countries using machine learning

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Abstract

As the population in Europe is aging, this means an increase in the silver economy status. The aim of this article is to identify the most important factors for achieving by pensioners financial wellbeing in the chosen European countries. The study included 3,000 people from the Third Age group, retired and living in 3 European countries: Denmark, Poland and Spain. The study used data from the SHARE 50+ study in Europe. The 200 objective factors affecting pensioners financial well-being were analyzed. The analysis was conducted using machine learning methods, especially the LightGBM algorithm, which is based on the decision tree method and the bootstrap gradient algorithm.

Keywords: LightGBM, pension, wellbeing
Jel codes: C18, H55, J32

The continuous surge in the French residential market, a glorious era or a bubble risk?

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Abstract

A recent study by the European Central Bank (2021) shows that unlike previous financial and economic downturns, the covid-19 crisis did not impact the increasing tendency in house prices in Europe. Unexpectedly, both prices and loans rose respectively by 4.3% and 2.6% during the pandemic (ECB, 2021). While financial markets have plunged several times during the sanitary crisis, the real estate market continue to grow steadily. In this context, experts point out the existence of an increasing housing bubble and wonder if it will burst soon.

Like most of the European countries, France has experienced a fearful increase of the value of real estate assets since the late 1980's. The peak does not seem to be reached even during the hectic period of the pandemic. The question about the existence of a bubble becomes even more relevant especially with the very recent rise that is expected to deflate the value of real estate assets and accelerate the burst of the bubble.

To the best of our knowledge, this paper is the first to study the French property market and examine the existence of a plausible bubble. Unlike previous studies, we use quarterly data of the residential property price index from Q1 1970 to Q3 2021. We contribute to the existing literature by using a longer span of time-series. We expect more relevant findings as our sample includes 206 observations per country. The first part of the paper is dedicated to a global analysis of the residential prices in a set of European countries (Belgium, France, Germany, Italy, Spain and the United Kingdom). We, then, focus on the French context in order to study the existence of a gap between the fundamental and market values of houses. We also suggest some explanatory variables to figure out the determinants of house prices in France and implement a cointegration test.

Keywords: bubble real estate
Jel codes: R31

Factors of digital transformation in modern economies - opportunities and challenges

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Abstract

Digital transformation is one of the key challenges faced by organizations, economies, and societies. Factors that influence the development of digital economies include technological, economic, demographic, social, as well as environmental, and legal aspects. One of the most important factors driving digital transformation is the need to adapt to dynamic changes in the business environment. In recent years, many companies have been forced to modify their business models, which was initially the result of the COVID-19 pandemic, and now mainly of geopolitical instability. Enterprises and economies that want to maintain a competitive advantage must accelerate the process of digital transformation.

Although digital transformation is not a new phenomenon - in fact, it has been going on for over 20 years - every organization has already had to implement certain digital solutions. However, despite this 20-year experience in implementing these changes organizations, economies, and societies, still struggle to cope with it. Many opportunities are associated with automation, robotization, the use of AI, or digitization of work, while at the same time, there are challenges resulting from demographic processes such as the aging of societies, the digital competence gap, or lack of work-life balance. Equally important problems are related to data protection, cybersecurity, or social inequalities. It is important to note that these factors are interconnected and the digital transformation of the economy is a complex process that requires effective leadership, investments, innovations, and a strategy for adapting to the new digital reality.

However, there is no doubt that digital transformation always starts with people. One of the main factors contributing to the failure of the implementation of new technologies and digital business initiatives is insufficient attention given to the human aspect. Considering the above, the aim of the article is to present the key factors of digital transformation, with particular emphasis on economic and social aspects related to the human factor. The conducted analyses refer to the countries of the European Union.

Uncertainty and business cycle: An empirical analysis for Uruguay

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Abstract

As a small and open economy, Uruguay is highly exposed to international and regional shocks that affect domestic uncertainty. To account for this uncertainty, we construct two geometric uncertainty indexes (on the base of industrial expectations survey about the economy and the export market) and explore their association with the Uruguayan GDP cycle between 1998 and 2022.

On the basis of the estimated linear ARDL models that showed negative but weak relationships between the uncertainty indices and the GDP cycle, we test for the existence of structural breaks in these relationships. Although we find a significant break in the year 2003 for both indices and another in 2019 for one of them, the Wald tests performed on the non-linear models only confirm the structural break in the early 2000s in the model with the index based on export market expectations. In this non-linear model, we find that the negative influence of uncertainty fades after 2003, probably associated with institutional changes that took place in the Uruguayan economy. The evidence of a differential influence before and after this date remains, even when controlling for the variability of non-tradable domestic prices.

Two implications arise from these results. First, the evidence of relevant changes that turned the Uruguayan economy less vulnerable from 2003 ahead. Secondly, the importance of the expectation about the future of the export market on the macroeconomic cycle in a small and open economy such as the Uruguayan.

Keywords: Uncertainty, Macroeconomic cycle, Expectations, Uruguay, Structural breaks. ARDL models, non-linear models
Jel codes: C53, E32, E37, E71

Digitization, cybersecurity and risk management in the oil and gas sector in the post COVID world: A systematic literature review

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Abstract

Digitization and cybersecurity are intertwined. The surge in digitization has made the cyber threat landscape complex and real, allowing cybercriminals to target nations' critical infrastructure, especially oil and gas. Recent high-profile incidents demonstrate the quickly evolving and intensifying threat landscape. Oil and gas producers must protect themselves from these stealthy adversaries, which necessitates a thorough understanding of the relationship between digitization, risk management, and cybersecurity. Academics and industry practitioners have been digitizing the oil and gas industry for decades to make it more cost-effective and resilient. However, managerial progress is slow and traditional methods are still used. Cybersecurity was largely neglected during digitization. This paper chronicles the growth of smart factories and cyber risk management practices through different digitization strategies, and identifies gaps in digitization and risk management. A systematic literature review of the petroleum industry was conducted using four databases (AAPG, SCOPUS, ProQuest and Web of Science). 56 papers were shortlisted after a comprehensive research. The paper examines the publication, source and goal of digitization models and their use in the oil and gas industry. It also integrates digitization, cybersecurity and risk management in the petroleum sector. In the past, cyber-attacks were responded to after they occurred, and digitization has outpaced cybersecurity management. . This poses a real challenge in the world of oil and gas sector, where billions of dollars are at stake due to this knowledge gap. With the passage of time cyber security has become an integral part of the digitization programs, and recently, the proposed models have integrated cybersecurity as an essential element of digitization frameworks, however much needs to be explored and studied at project level as these models require further validation and updating.

Enhancing efficiency in container terminal management systems through EDI: A research inquiry

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Abstract

Utilization of Information and Communication Technology (ICT) finds applicability in various domains, including container terminals. ICT plays a pivotal role in enhancing the operational efficiency and management of container terminals, reducing reliance on manual processes and bolstering overall effectiveness. Electronic Data Interchange (EDI) emerges as a technology capable of complementing ICT systems in terminal operations, given its capability to facilitate the identification of containers and other objects. This paper explores the role of EDI as an interface connecting EDI systems to Container Terminal Management Systems for container identification, while also maintaining a comprehensive database of pertinent information related to shipping agents and freight forwarders. The EDI receives data, verifies its validity, and subsequently transmits the information to the terminal operator in charge, often through portable devices like tablet PCs or handheld devices. The efficient design of the EDI is essential to streamline data flow, ensuring that only pertinent information is relayed to the Container Terminal Management Systems. The implementation of this system has a notable impact on efficiency and expedites container clearance at receiving gates. Integrating EDI technology into the container receiving process has resulted in remarkable time savings, with processing times reduced by up to 77% compared to previous manual operations.

Keywords: EDI, Container terminal, ICT
Jel codes: O32, M15

Does the nominal tax rate affect the effective tax burden of companies? An investigation of Croatian telecommunications companies

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Abstract

The nominal tax rate does not reflect the company's actual tax burden. However, because it is one of the most important components of the tax system, it undoubtedly affects the company's effective tax burden. Despite this, researches into the impact of the nominal rate on the effective rate are minor and show inconsistent results. The purpose of this research is to reduce this gap and identify if the nominal tax rate has a statistically significant effect on the effective tax rate in the Republic of Croatia's telecommunications activity. A panel regression analysis was performed to achieve the stated goal, with the time dimension covering the period from 2008 to 2022 and the spatial component consisting of companies registered in the telecommunications activity in the Republic of Croatia. The results indicate that the nominal tax rate has a statistically significant influence on the effective tax rate.

Keywords: nominal tax rate, effective tax burden, telecommunication activity
Jel codes: H25, H29

Welfare state models in Europe: A cluster analysis approach

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Abstract

Globalization, recent challenges of the international business environment and the economic and political changes have made the grouping of states according to the development level and regional characteristics not representative, altering the homogeneity within the groups. Therefore, the need to classify the states according to their national characteristics and their similarities in terms of well-being offered to citizens arises. This paper summarizes the welfare state models research and identifies five groups of factors correlated with the syntagma 'welfare state models', using bibliometric analysis.

Starting from the differences in outlining welfare state models, we use the cluster analysis for the identified groups of factors. The aim of our research is to complement previous research and to provide an updated grouping of states, considering current economic and fiscal features at European level. We introduce a novel approach in the literature by formulating welfare state models taking into account five key groups of factors: fiscal, economic, social, institutional, and political elements. Within our research, we have pinpointed five welfare state models wherein states demonstrate consistency not only in economic and fiscal aspects but also across political and social dimensions. Thus, the results of the research are relevant for future research directions, as well as for the application of specific political measures for each model so that there is an increase in the level of well-being of the citizens.

Keywords: welfare state models, cluster analysis, bibliometric approach
Jel codes: C10, D60, O23

Corporate management models

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Abstract

Problems in the management of corporate structures differ from the management of individual organizations, first of all, in content, object of influence, models and mechanisms. The management of corporations is a process related to complex systems in which relations of dependence prevail between units in the system, presented mainly in the form of management and subsidiary organizations. Corporate governance is defined as a system of mechanisms used to achieve and maintain the balance of interests between all participants in the governance process. The effectiveness itself is determined by the use of certain principles in corporate management. The corporation, like any form, is an open system, the management of which should be based on principles common to any economic system.

Keywords: management, corporate structures, management, strategies, models
Jel codes: A1, A2, A3, A33, Q5, G4, L2

Utilizing AI to establish a theoretical framework for enhancing experience quality and customer loyalty in the 4-5 stars hotels in Vietnam

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Abstract

This study promotes a theoretical framework to evaluate customer loyalty within the context of 4-5 star hotels in Vietnam. The research methodology relies on evaluating customer experiences through the analysis of textual data extracted from online reviews sourced from contemporary hotel booking websites. Anticipated outcomes from this research are poised to directly benefit hospitality service enterprises in Vietnam, empowering them to leverage automatically collected data from artificial intelligence for comprehensive evaluations of customer experiences from various perspectives. Then, we furthermore explore the power of artificial intelligence for enhancing experience quality and customer loyalty in the hospitality. As a result, our finding can provide a potential solution to reduce the demand for human resources and alleviate marketing management expenses in hotel operations.

Education as a driver for the public sector reform: Evidence from Croatia

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Abstract

The public sector is under constant pressure to provide the most efficient public service possible, which implies numerous reform processes, including public sector accounting reforms. Public sector reform processes vary from country to country, but can generally be reduced to the introduction of a full accounting basis, the implementation of IPSAS/EPSAS, the development of performance measures, and new non-financial reporting systems that complement existing financial reporting. Therefore, there is an increasingly pronounced need in the public sector for experts whose knowledge and skills will play a key role in the implementation of the above-mentioned reform processes in the public sector. The purpose of this paper is to highlight the need for the additional education of public accountants. In this sense, the training needs of public sector accountants for daily work were studied, as well as the introduction of additional forms of training. Accountants in the public sector of the Republic of Croatia were interviewed. From the research results, it is clear that accountants believe that public universities do not provide enough knowledge and that the educational system, i.e. mainly universities, do not meet the requirements of practice.

Keywords: education, public sector, reform, Croatia
Jel codes: I23, M41

Approbation of framework model of green energy project success management for high-tech projects

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Abstract

Alternative energy technologies are one of the most discussed topics nowadays due to their relevance. This study is based on the research results of the dissertation work on the topic of high-tech project management. It evaluates the success level of green energy, nanotechnology, and IT projects and assesses how project management (PM) processes may affect them. Quantitative methods were used for the comparison of green energy projects' success with other high-tech projects' results. Descriptive statistics helped to measure the level of project efficiency dimensions described by cost overrun, schedule overrun, and customer satisfaction level. A comparative study presents the results of three projects' success levels measured before the intensive use of PM tools and after the implementation of PM techniques. High-tech projects were derived from the viewpoint of a sustainable development environment. Research findings show that applying PM processes during the implementation of high-tech projects positively affects the success dimension as cost and schedule overrun. For instance, the green energy project achieved a cost overrun and schedule overrun of less than 15%, while the nanotechnology project resulted in above 15%. The projects with a higher level of efficiency show the intensive use of project management processes. The most used PM processes are cost budgeting, activity planning, and human resource planning. The results of the study may be used by project-oriented organizations for managing their projects.

Keywords: project management, high-technologies, green energy projects, sustainable projects, case study
Jel codes: O32, M29

An examination of organizational commitment in the context of workforce diversity

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Abstract

Companies must be aware of the importance of employee orientation in order to achieve and promote positive results. Through the psychological state of commitment, employees create a bond with the organization that is demonstrated through emotional attachment, moral commitment, and continuous commitment. Organizational commitment among employees leads to higher employee engagement, impacts overall employee satisfaction and better outcomes, and is important in preventing negative outcomes such as turnover, deviant behavior, and absenteeism. Organizational commitment is multidimensional and there are several models used to observe its components. For the purposes of this paper, a three-dimensional model is used that distinguishes between affective, continuous, and normative organizational commitment. The paper critically examines previous research on organizational commitment and emphasizes its role in the organization. The paper conducted primary research that focused on examining diversity in the workforce and its impact on the affective, continuous, and normative components of organizational commitment (observed through employees' personal characteristics).

Keywords: organization, organizational commitment, workforce
Jel codes: D23, J24

Calculate content of vıtamın c in a pharmaceutıcal compound. PBL used as a strategy to make easy to learn chemıstry at university

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Abstract

In Project-Based Learning, teacher transmits to the students the contents that the curriculum marks, helping to motivate them and awaken their concerns about the previous knowledge. This way of working intends that students discover and feel that what they are learning in class has an application, in some cases close to their reality, it is not simple content that they must pass to pass the course. It is intended that they are aware that the learning they are doing is helping them to prepare for life.

This work focuses on the utility of the laboratory as a space with a problem-solving approach, that is, contextualizing problems and fulfilling a series of purposes. These purposes are the ability to internalize general and specific knowledge (know), acquire technical and procedural skills (know how), develop attitudes (know how to be) and social skills (know how to live together). The laboratories allow the student to be trained, since the students are responsible for their own learning, thus contributing to their self-learning; Teamwork implies assertive communication, both in oral and written communication, which contributes to improving their skills. The students learned to discuss and support their ideas. Therefore, it was revealed that it is a training for the students, and it is managing to improve the performance of the students. The results have shown, after the students completed a questionnaire, after the laboratories, 59% of the students indicated that the experience contributed to their learning (aspects such as comprehension and self-learning) compared to 41% who thought that it did not help in this regard; 88% indicated that it helped them better understand the experience they were carrying out and only 14% stressed that there was no coherence between theory and practice.

Keywords: chemistry, PBL, learning and teaching
Jel codes: I21 Analysis of Education, I23 Higher Education Research Institutions