

International Academic Network  
„Human Potential Development in Central and Eastern EU States“ (HPD CEEUS)  
activity plan of 2013- 2014 implementation of the basic principles

1. Basis of preparation of basic principles (extract from HPD CEEUS Statute):
  - article 2. Values of the participants of the network: create scientific production, useful for the society;
  - article 3. Strategic goals: to actively carry out scientific researches related to strategic development of human potential, to participate in implementation processes of the suggested innovations in the process of studies and in practice, on the basis to firmly establish in the EU space of science;
  - article 4. carry out the united (collective) scientific researches and take care of the dissemination of their results.
2. Activity plan consists of section's, which voluntarily gather from the Academic's institution members and individual members of the Network according to the scientific interests (topics).
3. Research carried out in the sections is for the theoretical problems of Human Potential Development in Central and Eastern EU States examination and in accordance with the selected organizations to carry out empirical research segment.
4. Network research of 2013- 2014 consists of the following sections:
  - *Organization as the space for human potential development* (moderator prof. dr. **Vladimiras Gražulis**, Mykolas Romeris University, Lithuania);
  - *Motivation and motivating* (moderator assoc. prof. **Martina Blašková** PhD, University of Žilina, Slovakia);
  - *Innovation at organization, knowledge management via HRM* (moderator assoc. prof. **Ewa Matuska**, PhD, Hanseatic Academy of Management in Slupsk, Poland);
  - *Life-long learning* (moderator assoc prof. dr. **Ruta Dačiulyte**, Mykolas Romeris University, Lithuania);
  - *Career development* (moderator assoc. Prof. **Miloš Čambál** PhD Ing, Slovak University of Technology, Trnava, Slovakia);
  - *Work environment (ergonomics and etc.) adaptation to the needs of employees* (moderator assoc. prof. **Miloš Hitka** PhD, Technical University in Zvolen, Slovakia);
  - *Innovative leadership* (moderator hab. dr. multi prof. Ing **Stanisław Borkowski** PhD, Czenstochowa University of Technology, Poland)
  - *Multicultural management* (moderator assoc. prof. mgr. **Dagmar Cagaňová** PhD, Slovak University of Technology, Trnava, Slovakia);

- *Impact of Organisational Culture on Human Resources Management* (moderator assoc. prof. **Anna Kachaňáková**, CSc, School of Economics and Management in Public Administration in Bratislava, Slovak Republic)
  - *Young scholars section* (moderator: Dr. **Aneta Sokół**, University of Szczecin, Poland).
5. The section's moderator together with other section's members (scientists):
- Determine the testing target, object, formulate the problem of topic, discusses the research methodology (study execution time, sample, data collection and analysis and so on.)
  - Coordinate the conduct of the investigation and analytical procedure of the collection of data (results of the research);
  - Coordinate and develop together with others scientific research findings (report, article) according to the study for the annual international conference „HUMAN POTENTIAL MANAGEMENT IN A COMPANY”.
6. High-level scientific articles prepared in the sections will have the pre-emptive right to be published with Network funding in the scientific journals, collaborating with the Network.
7. Section investigator's work is not paid, but material expenses related with the preparation of the chosen topic can be supported financially from the Network collected funds. In this case, must be made necessary for subject cost estimate. Supporting amount for the preparation of topic will be decided by the Network Board. In accordance with the Board for the amount of use of funds section moderator must present the costs incurred supporting documentation to the Network Board.

HPD CEEUS President



prof. Vladimiras Gražulis

**Proposals of the members of the International Academic Network “HPD CEEUS“ for preparation of activity plan (2013-2014)**

No.	Directions of activity of the International Academic Network ”HPD CEEUS“	Academic institution	Scientist wanting to participate	Spheres of interest within the direction
<b>1. Section according to the scientific interests (topics) of the members of the Network</b>				
1.1	<b>Organization as the space for human potential development</b>  <b>Moderator: Prof. dr. Vladimiras Gražulis</b>	Mykolas Romeris University, Lithuania	Prof. dr. Vladimiras Gražulis	Adaptation tendencies of the organization in the contemporary society Understanding, respect of and roles of human potential in organization Strategic HRM, common proactive business and HRM strategies
		Slovak University of Technology, Trnava, Slovakia	Assoc. prof. Andrea Holková, PhD	
		University of Žilina, Slovakia	Assoc. Prof. Martina Blašková, PhD	
		Slovak University of Technology, Trnava, Slovakia	Assoc. prof. Miloš Čambál, PhD	
		Hanseatic Academy of Management in Slupsk, Poland	Assoc. prof. Ewa Matuska, PhD dr. Irena Figurska	
		University of Szczecin, Poland	Dr. Aneta Sokół	
1.2	Motivation and motivating  Moderator: Assoc. prof. Martina Blašková, PhD.	University of Žilina, Slovakia	Assoc. prof. Martina Blašková, PhD Dr. Rudolf Blaško, PhD	Motivation, motivating, motivation program, process, theories, correlations in motivation area Expression of human motives in the business of tourism Motivating of knowledge workers Trust management Motivating of knowledge workers
		Mykolas Romeris University, Lithuania	Prof. dr. Vladimiras Gražulis Assoc. prof. dr. Brigita Žuromskaitė	
		Slovak University of Technology, Trnava, Slovakia	Ing. Zdenka Gyurák Bábel'ová, PhD Assoc. prof. Jana Šujanová, PhD. Ing. Jana Samáková, PhD.	
		Technical University in Zvolen, Slovakia	Assoc. prof. Miloš Hitka, PhD	

		Hanseatic Academy of Management in Slupsk, Poland	Dr. Irena Figurska	
		School of Economics and Management in Public Administration in Bratislava, Slovakia	Assoc. prof. Anna Kachaňáková, CSc. Ing. Katarína Stachová, PhD. and Ing. Zdenko Stacho, PhD.	
		Police Academy of Czech Republic in Prague, Czech Republic	PhDr. Petr Jedinák, Ph.D. Ing. Marek Čandík, Ph.D.	
		Catholic University in Ruzomberok, Slovak Republic	Assoc. prof. Mgr. Ing. Milan Droppa, PhD	
1.3	<b>Innovation at organization, knowledge management via HRM</b>  <b>Moderator: Doc. Ewa Matuska, PhD</b>	Hanseatic Academy of Management in Slupsk, Poland	Assoc. prof. Ewa Matuska, PhD dr. Irena Figurska	Knowledge management (KM)–competences and creativity in company. KM and innovativeness of companies in UE Central and Eastern Europe Countries Knowledge management- processes, strategies, barriers, tools. KM as a challenge for HRM. Influence of KM on competitiveness of organization. The effect of socialization process to the expression of loyalty, innovations in the team work
		Slovak University of Technology, Trnava, Slovakia	Assoc. prof. Jana Šujanová, PhD Assoc. prof. mgr. Dagmar Cagaňová, PhD	
		Mykolas Romeris University, Lithuania	Prof. dr. Vladimiras Gražulis	
1.4	<b>Work environment adaptation to the needs of employees (ergonomics and etc.)</b>  <b>Moderator: Assoc. prof. Miloš Hitka, PhD.</b>	Technical University in Zvolen, Slovakia	Assoc. prof. Miloš Hitka, PhD	Anthropometrie
1.5	<b>Life-long learning</b>	Mykolas Romeris University, Lithuania	Assoc prof. dr. Rūta Dačiulytė	Establishing of learning culture, learning organization, learning in

	<b>Moderator: Assoc prof. dr. Rūta Dačiulytė</b>	Hanseatic Academy of Management in Slupsk, Poland	Doc. Ewa Matuska, PhD	municipalities
		Slovak University of Technology, Trnava, Slovakia	Assoc. prof. Andrea Holková, PhD	Developing of competencies during LLL, age management.
		University of Szczecin, Poland	Dr. Aneta Sokół	
1.6	<b>Career development</b>  <b>Moderator: Assoc. prof. Miloš Čambál, PhD.Ing.</b>	Slovak University of Technology, Trnava, Slovakia	Assoc. prof. Miloš Čambál, PhD. Ing. Zdenka Gyurák Bábellová, PhD Assoc. Prof. mgr. Dagmar Cagaňová, PhD	Individual career development, organizational career development systems, talents management Competencies & talent management
		Technical University in Zvolen, Slovakia	Assoc. prof. Miloš Hitka, PhD	
		Hanseatic Academy of Management in Slupsk, Poland	Doc. Ewa Matuska, PhD	
1.7	<b>Innovative leadership</b>  <b>Moderator: Multi prof. dr hab. inž. Stanislaw Borkowski</b>	University of Częstochowa, Częstochowa, Poland	Multi prof. dr. hab. inž. Stanislaw Borkowski Dr. Joanna Rosak-Szyrocka Dr. inž. Renata Stasiak-Betlejewska	Leadership features of directors Directing styles
		Slovak University of Technology, Trnava, Slovakia	Assoc. prof. Miloš Čambál PhD.Ing. Zdenka Gyurák Bábellová, PhD Assoc. Prof. mgr. Dagmar Cagaňová, PhD	
1.8	<b>Multicultural management</b>  <b>Moderator: Assoc. Prof. Mgr. Dagmar Cagaňová, PhD</b>	Slovak University of Technology, Trnava, Slovakia	Assoc. prof. Mgr. Dagmar Cagaňová, PhD Assoc. prof. Jana Šujanová, PhD	Dynamics and decision-making in motivating Processing information and evaluation of survey Multicultural management Crisis and demographics changes influence on knowledge continuity management
		Mykolas Romeris University, Lithuania	Prof. dr. Vladimiras Gražulis	
		University of Žilina, Slovakia	Assoc. prof. Martina Blašková, PhD Dr. Rudolf Blaško, PhD.	

1.9.	<b>Impact of Organisational Culture on Human Resources Management</b> <b>Moderator: Assoc. prof. Anna Kachaňáková, CSc</b>	School of Economics and Management in Public Administration in Bratislava, Slovakia	Assoc. prof. Anna Kachaňáková, CSc Ing. Katarína Stachova, PhD Ing. Zdenko Stacho, PhD	Focus on individual human resources management functions in changing as well as maintaining required organisational culture.
		Slovak University of Technology, Trnava, Slovakia	Assoc. prof. Mgr. Dagmar Cagaňová, PhD	
		Mykolas Romeris University, Lithuania	Ilona Kojelytė	
<b>2. Young scholars section</b>				
2.1	Development of intellectual capital at universities in Central - Eastern Europe <b>Moderator: Dr. Aneta Sokół</b>	University of Szczecin, Poland	Dr. Aneta Sokół	Ethical conditions for the development of intellectual capital
		Mykolas Romeris University, Lithuania	PhD Student Ilona Kejelytė	
		Uniwersytet Ekonomiczny we Wrocławiu	Niki Derlukiewicz, PhD Anna Mempel – Śnieżyk, PhD	
<b>3. Joint study programmes (3-5 universities), HRM master level study programmes</b>				
3.1	HRM	Mykolas Romeris University, Lithuania	Prof. dr. Vladimiras Gražulis Prof. dr. Tadas Sudnickas Assoc. prof. dr. Jonas Jagminas Dr. Andrius Valickas	Management / HRM
		University of Žilina, Faculty of Management Sciences and Informatics, Slovakia	Prof. Štefan Hittmár, PhD. Assoc. Prof. Martina Blašková, PhD. Assoc. Prof. Josef Vodák, PhD.	