

Povzetki *Abstracts*

Prihodek od prodaje: raziskovalna študija o indijskem zavarovalniškem sektorju

Suman Pathak in Vibhuti Tripathi

Zavarovalniški sektor v Indiji se hitro večja, kar prispeva k razvoju in boljšim zaposlitvenim možnostim. Zavarovalnice imajo zelo intenzivno kadrovsko dejavnost in človeški viri zagotovo pomenijo razlikovanje. Kakovost delovne sile in obdržanje te bi delovala kot lakmusov test. Prihodek od prodaje je bil velik zaradi majhnih vstopnih in izstopnih ovir. Članek obravnava vprašanja zaposlovanja, obdržanja delovne sile in prihodka od prodaje v zavarovalnicah ter poskuša to umestiti v Maslowovo hierarhijo potreb. Raziskava je bila izvedena med 350 zaposlenimi, ki so delali v zavarovalnicah. Namen raziskave je bil analizirati dejavnike, ki so vplivali na odločitve zaposlenih in na njihovo zadovoljstvo pri delu. Podatki so bili obdelani s faktorsko analizo. Dejavniki, kot so varnost in zaupnost, družba in ugled ter delovne navade posameznika, so vplivali na odločitev anketirancev, da so se zaposlili v zavarovalnici. Dejavniki primarne potrebe ter potrebe v zvezi z družbo in samospoštovanjem so vplivali na zadovoljstvo s službo, medtem ko so dejavniki stres, poklicno napredovanje in delovno okolje pripomogli k odločitvi o odpovedi.

Ključne besede: zavarovalniški sektor v Indiji, fluktuacija zaposlenih, motivacija, obdržanje zaposlenih

The Importance of Organizational Culture and Knowledge Management for the New Financial Services Development Efficiency

Mojca Nekrep

In this paper the influence of organizational culture and knowledge management for the success of new financial services development is discussed. We represent the innovation model for efficient financial services development, in which the development process and supported factors are included. The results of the study, based on a sample of financial institutions in Slovenia, show the importance of the direct and indirect influence of organizational culture and knowledge management on the success of new financial services.

Key words: organizational culture, knowledge management, innovation model, new financial services development

The Meaning of Identification of True Causes of Organizational Crisis

Drago Dubrovski

An analysis of the true causes for the emergence of a crisis or serious troubles in the company is of extreme significance, since those domains, regarding which the effects are to be limited or done away with, are identified by utilizing the analysis. Dealing with erroneous causes represents a further useless loss of time, money and efforts, which only makes the critical situation more acute. Although there may be a state of crisis in the company, it can also be affected by various inter-related external and internal causes, the essence of which lies in the management of the company or their mistakes, which can be divided into three big groups, each of them prevailing in a certain economic period. In the empirical part of this paper, by using the sample of 107 domestic companies, three defined hypotheses have been examined and confirmed. The final finding is that global crisis cannot be the only factor leading to serious troubles or acute crisis in an individual company, as such an unfavorable situation is also a consequence of management mistakes, particularly the omission of correct and timely acting.

Key words: crisis, internal causes, management mistakes, global crisis

The Effect of the Reference Price System on Prices of Medicinal Products

Romana Kajdiž and Štefan Bojnec

The reference price system in Slovenia is used with the aim of managing and reducing public expenditures for medicinal products. We aim to investigate whether the reference price system has had an effect on real price reductions for medicinal products. We present the reference price regulation system for medicinal products and empirically estimate the effect of price regulation on the development of real prices for medicinal products and its economic rationale. The main thesis that the nominal and real prices for medicinal products have declined during price regulation is revealed by the Laspeyres index and Wilcoxon signed ranks test, by confirming the existence of statistically significant differences in prices for medicinal products. Therefore, we adopt the alternative hypothesis that prices for medicinal products have declined during the price regulation system. The reference price regulation system, with an efficient use of medicinal products and their efficient supply, could have positive effects on management and reduction of public expenditure for medicinal products.

Key words: prices for medicinal products, price regulation for medicinal products, reference price system, Slovenia

A Study on Defining Research Paradigms in Preparing Master's Theses from the Field of Sociology

Anita Trnavčević

The requirement for completion of post-graduate, master and doctoral study programs is producing an individual thesis. For many students, this is the first step into research. The research question in this article, therefore, is how students in their master thesis define the paradigms. We found that in the sample the quantitative paradigm is prevailing, while the mixed methods design is present, yet both of them are seldom defined.

Key words: research, research methodology, paradigm, parameters of paradigms

10th international scientific conference MIC

Suzana Sedmak, Janez Šušteršič, and Bojan Nastav

The 10th international scientific conference MIC was held in 2009. The conference was organized by the Faculty of Management of the University of Primorska in Koper, EMUNI and the University of Soussa under the title Creativity, Innovation and Management to coincide with the European Year of Creativity and Innovation. The conference was a success, with 150 participants presenting 123 papers. The 11th conference will be held in Ankara, Turkey.

Key words: international scientific conference, management, creativity and innovation

Slovene Association of LSP Teachers Conference

Igor Rižnar

A conference organised by the Slovene Association of LSP teachers was held on February 5–6, 2010 in Ljubljana. Among the topics discussed were crosscultural communication, materials design, blended foreign language teaching/learning, the Bologna reforms and their consequences to mention but a few. Teaching English for specific purposes in Slovenian tertiary education faces a very uncertain future, despite the fact that almost everyone involved in teaching/learning foreign languages propagates the belief that languages play an important role in modern societies. While the EU's language policy promotes multilingualism and aims for a situation in which every EU citizen can speak at least two foreign languages in addition to their mother tongue, the majority of seasoned Slovenian language teachers ring alarm bells about the dire consequences of the present Slovenian language policy.

Key words: international scientific conference, management, creativity and innovation