

# Povzetki *Abstracts*

## **Razvoj integriranih sistemov vodenja v malih in srednje velikih podjetjih v Srbiji**

*Dejan Đorđević, Cariša Bešić, Danijela Milošević in Srđan Bogetić*

Zaradi dogajanja na globalnem trgu morajo podjetja več pozornosti nameniti izpolnjevanju zahtev porabnikov. Konkurenca na trgu namreč narekuje spremembe v strategiji podjetja in njegovi usmerjenosti k porabnikom. V zadnjih letih je integracija različnih sistemov vodenja povzročila povezovanje nekaterih mednarodnih standardov, ki bi podjetjem omogočala zadovoljevati potrebe porabnikov na trgu. Mala in srednje velika podjetja, ki so te spremembe na trgu zaznala, se morajo podrediti novim okoliščinam poslovanja, kar je precej naporno za celotno podjetje. Zahteve trga po zdravi prehrani, po neprestanem povečevanju obsega proizvodnih procesov, po merjenju zadovoljstva strank, po skrbi za okolje, po družbeni odgovornosti ipd. so namreč samo nekatere lastnosti, ki jih morajo mala in srednje velika podjetja imeti, če želijo obstati na trgu. Rešitev za uspešno reševanje tega problema je grozdenje malih in srednje velikih podjetij, s čimer bi se ta okrepila v procesu internacionalizacije poslovanja.

*Ključne besede:* integrirani sistemi vodenja, sistemi vodenja kakovosti, grozdi

## **Employee Compensation, Corporate Entrepreneurship and Growth of Companies in Service Industries**

*Jasna Auer Antončič and Boštjan Antončič*

The article deals with employee compensation, corporate entrepreneurship and growth of companies in service industries. Hypotheses about relationships between compensation, corporate entrepreneurship and company growth are stated and empirically tested in the article. On the basis of responses to the structured questionnaire on the sample of Slovenian companies from service industries we collected data for empirical quantitative analysis. Hypotheses were tested by using structural equation modeling. The findings indicate positive relationships between employee compensation and corporate entrepreneurship, and corporate entrepreneurship and company growth. Recommendations for companies in the service industries are also given.

*Key words:* employee compensation, corporate entrepreneurship, growth, tourism, services, structural equation model

## **Process Organization and Employee Satisfaction**

*Karmen Verle and Mirko Markič*

The purpose of the paper is to show the influence of process organization on employee satisfaction and to indicate the directions for improving the operations success in the chosen company. A quantitative research has been carried out for this purpose with the help of a standardized questionnaire for measuring the organizational climate on the census of 556 employed co-workers. The key finding leads to the recognition that the analyzed company supposedly places great emphasis also on the modern - process organization. With the latter, employee motivation and innovation are increased, which is consequently shown in greater operations success of the discussed company. With the correlation coefficient we establish that the dimension of the organization statistically positively influences employee satisfaction (0.461), which means that the form and method of the organization can influence employee satisfaction. The results of the research have theoretical and practical benefits for the management in planning, carrying out and controlling of business processes and it will be possible to implement them in profitable and non-profitable organizations.

*Key words:* process innovation, management, motivation, organization, company, processes, research, employee satisfaction

## **Gender Differences in Some Stress Symptoms and Intensity of Experiencing Stress Symptoms**

*Maja Meško, Mateja Videmšek, Jože Štihec, Zlatka Meško Štok, and Damir Karpljuk*

The aim of this study was to identify the symptoms of stress and to establish gender differences in stress symptoms. We tried to find out if there are gender differences in the stress level at work, if there are gender differences in terms of stress symptoms frequency, and if there are gender differences in terms of the intensity of experiencing stress symptoms. In this study 85 randomly selected managers from Slovene companies participated. The results of the study have shown that there are gender differences in terms of all the above mentioned factors, namely a statistically higher level of stress in women. In terms of stress symptoms occurrence there are gender differences in some stress symptoms as well as in the intensity of experiencing stress symptoms.

*Key words:* managers, working environment, workplace, stress, gender differences

### **The Influence of the Development of Contextual Knowledge on Differentiating Competencies**

*Ramon Podreka and Roberto Biloslavo*

The subject of this paper is based on the definition of competence as the individual's ability to activate, utilize and merge the knowledge and skills acquired when faced with complex, diverse and unpredictable work situations. The purpose of this study is to determine whether the development of specific contextual knowledge and skills within an organization leads to the adoption of specific differentiating competencies by individuals. The survey included marketers employed by three medium-sized Slovenian enterprises, who function in three different work contexts, according to our findings. The results of the research show that the differentiating competencies that distinguish the superior job performance marketing employee from an average one in terms of work success are subject to the development of specific contextual knowledge and skills.

*Key words:* marketers, development of knowledge, organizational learning, differentiating competencies

### **The International Conference on Algebra and its Applications**

*Ajda Fošner*

The aim of this article is to present The International Conference on Algebra and its Applications, which was held from 20 February till 22 February 2010 in Aligarh, India. The purpose of the conference was to contribute to the development of Algebra and to bring together the Algebraists from all over the world working in the related areas to present their researches, to exchange new ideas, to discuss challenging issues, to foster future collaborations and to expose young researchers.

*Key words:* international conference, mathematics, algebra

### **With the Conference on E-Learning Towards E-Training of the Serbian Police Force**

*Viktorija Sulčič*

An e-learning conference was organized on 23 March in Belgrade, Serbia, as an activity of the Organization for Security and Cooperation in Europe mission in Serbia. E-learning experts from Serbia, Slovenia, Sweden and Turkey discussed e-learning, methods for introducing e-learning, e-learning technology, and the impact of e-learning. In the afternoon the invited experts presented examples of best practices in the training of police personnel in Sweden and Turkey.

*Key words:* Conference, e-learning, e-training, Serbia, osce