

Povzetki *Abstracts*

Ali obstaja »stekleni strop« za ženske managerke v singapurskih organizacijah?

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Študija je pregled organizacijskih ovir narave »steklenega stropa« na osnovi zaznav vzorca singapurskih managerk srednje ravni. Predhodne študije so nakazale obstoj »steklenega stropa« v organizacijah in predstavile strateška priporočila organizacijam za odstranitev ali zmanjšanje tega pojava. Ta študija proučuje, kako srednje managerke dojemajo možnosti njihovega kariernega napredovanja in spodbude s strani organizacij, v katerih delujejo. »Stekleni strop« in neformalne strukture v organizacijah obravnavamo z vidika organizacijske klime, praks in kulture. Relevantna vprašanja so izpeljana iz modela Bergmana in Hallberga (2002). Članek najprej uvede koncept »steklenega stropa«, ki preprečuje ženskam napredovati, in nadaljuje s pregledom predhodnih raziskav o organizacijski klimi, praksah in kulturi v tej povezavi ter z analizo podatkov iz singapurskih organizacij. Izsledki kažejo, da se srednje managerke v singapurskih organizacijah soočajo s steklenim stropom v svojih delovnih okoljih, ki jim na primer preprečuje napredovanje in postavlja ovire za karierni razvoj v smislu omejene organizacijske podpore vključno z mreženjem, mentorstvom in družini prijaznimi pobudami.

Ključne besede: stekleni strop, srednje managerke, Singapur

Razlike med spoloma v dojemanju ravnotežja med poklicnim in zasebnim življenjem

Niharika Doble and M. V. Supriya

Članek obravnava ravnotežje med poklicnim in zasebnim življenjem pri moških in ženskah. Oboji namreč poročajo o neravnotežju med enim in drugim. Organizacijski ukrepi, katerih cilj je ustvariti pozitivno delovno okolje, so namreč sprejeti z odobravanjem samo, če so usmerjeni k izboljševanju ravnotežja med poklicnim in zasebnim življenjem. V postliberalizacijskem kontekstu se indijska podjetja trudijo vzpostaviti to ravnotežje z iniciativami, ki vključujejo fleksibilen delovni čas, skrajšan delovnik in varstvo otrok. Te iniciative so podobne tistim v drugih državah in takšni trendi so nedvomno obetajoči, vendar pa so anketiranci iz našega vzorca poročali, da ne morejo vzpostaviti ravnotežja med svojim poklicnim in zasebnim življenjem. V luči teh izsledkov članek predlaga izboljšanje ukrepov, ki bi zaposlenim omogočili, da najdejo omenjeno ravnotežje. To bo zagotovilo ustrezno delovno okolje, v katerem bodo zaposleni našli več smisla v svojem delu.

Ključne besede: ravnotežje med poklicnim in zasebnim življenjem, razlike med spoloma, vzpodbudno delovno okolje

Slovenian Employee Suggestion Systems: A Continuous Improvement Or a Continuous Stagnation?

Peter Fatur

The operations management theory emphasizes the management of incremental innovations as one of the cornerstones for continuous improvement of a firm's operational efficiency. Also in Slovenia, the companies follow the foreign practices in this field as well as developing their own solutions. Unfortunately, the introduction of employee suggestion systems very often turns out to be a failure. The paper aims to analyze the incremental innovation management systems, in particular the employee suggestion systems, on a sample of Slovenian companies from the automotive and fabricated metal products industry. Based on the key output indices, two groups of companies are defined with a different ability to introduce innovations. The main differences in the organization of the employee suggestions management between the two groups are presented. As such, the research results may contribute to an improvement and further growth of these systems in Slovenian companies.

Key words: idea management, incremental innovations, employee suggestion systems, innovation, manufacturing

Some Aspects of Links between Leadership and Mobbing at Work

Aleša Svetič

The article presents the results of an empirical research into some aspects of links between leadership and mobbing. On the basis of findings in the literature and our own experience, our empirical research – conducted on 184 employees in Slovenian companies – studies the connection between the recognition of mobbing and the standpoints of the interviewed towards the way the leadership is conducted. The research has shown that there are no statistically important differences between the recognition of mobbing at work and the standpoints of the interviewed towards leadership.

Key words: leadership style, inappropriate behaviour, employees, quality of working life.

Empirical Testing of Associations Between Effects of Country-of-Origin and Perceived Brand Name Value

Tina Vukasović and Štefan Bojnec

The article investigates the importance of perceived brand name value from an external point of view of perception of the Slovenian consumers. Based on the stratified survey and quantitative research we note the relationship between the origin of the product, marketing mix elements, and the perceived brand name value. Emphasis is placed on establishing how the origin of the product impacts on the perceived

brand name value and what its impact is on the perceived brand name value in comparison with selected marketing mix elements. The article presents the model of conceptual relationships between the origin of the product and perceived brand name value, which was tested with a structural model of relationships between the origin of the product and perceived brand name value. We developed a measuring instrument and procedures for checking the reliability and validity of the structural model of perceived brand name value of the product. The conceptual model and the relationships within the model were evaluated by means of the modelling with linear structural equations on a selected sample of respondents, which enabled verification of the conceptual model with empirical data. It has been found that the origin of the product has at least such a statistically significant influence on the perceived brand name value as the selected marketing mix elements (advertising, product, distribution, and price).

Key words: marketing mix, country of origin, brand, perceived brand name value

International Week in Porto

Dragan Kesic

From the 26th till the 29th of May 2010, at the educational institution ISCAP in Porto, Portugal, there was held the traditional International Week which gathered 22 lecturers and professors from 14 different European countries. Within the frame work of the European Mobility Programme and other regular forms of European Mobility of lecturers and professors, The speakers presented various interesting and substantial educational topic areas to Portuguese students studying at ISCAP. Such forms of educational cooperation and exchange of teaching experiences within the European Mobility Programme for teachers and students contribute substantially towards better understanding and exchanging of knowledge and experiences from different European educational institutions which support longterm strengthening of the uniform European educational system.

Key words: ISCAP, International Week, Porto

5th European Conference on Innovation and Entrepreneurship

Elizabeta Zirnstein

The 5th European Conference on Innovation and Entrepreneurship – ECEI 2010 was hosted by the National and Kapodistrian University of Athens from 15th to 17th September 2010. More than 150 authors and co-authors from 38 countries shared their research results, viewpoints and ideas on a wide range of topics that fall into this important area of research.

Key words: international scientific conference, entrepreneurship, innovation, growth and development.