

Povzetki *Abstracts*

Čustvena inteligenca in *organisational citizen behaviour* pri zaposlenih v različnih industrijskih panogah

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S povečevanjem raznolikosti organizacij postaja obvladovanje sodelovanja in timskega dela vedno pomembnejša naloga managementa. Namen te študije je bil določiti raven čustvene inteligence in *organisational citizen behaviour* med srednjim managementom v malezijskih podjetjih industrijskega sektorja. V raziskavi je sodelovalo 536 zaposlenih iz različnih podjetij in različnih panog. Na podlagi opisne analize je bilo ugotovljeno, da sta pri zaposlenih v nekaterih panogah čustvena inteligenca in *organisational citizen behaviour* na nižji ravni kot pri zaposlenih v drugih panogah.

Ključne besede: čustvena inteligenca, *organisational citizen behaviour*

Enokriterijski model: kvalitativna metoda odločanja, ki spodbuja etičnost

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Managerske metode odločanja pogosto temeljijo na kvantitativnih modelih z več merili, ki se izogonej vprašanju, zakaj imamo nekatera merila za pomembnejša od ostalih. Zaradi tega je še težje podati jasen pogled na izbiranje v preferenčnih strukturah, ki bi lahko spodbujalo etičnost in učenje ter bi bilo podlaga za prihodnje odločitve. Da bi presegli pomanjkljivost običajnih metod, predlagamo kvalitativno metodologijo združevanja preferenc na razvrščanja kriterijev. S tem pristopom bi dobili enostaven in pregleden model za razrešitev vseh nasprotij pri izbiranju, s katerimi se srečujemo pri managerskem odločanju. Po tej metodi se vprašanje pri odločanju najprej razdeli po načelu »dve merili – dve možnosti«; vprašanje izbire med različnimi možnostmi se, kadar je to prikladno, prenese na vprašanje izbire med različnimi merili. Uporaba metode enokriterijskega modela je ponazorjena na primerih odločanja pri nakupu avtomobila in hiše.

Ključne besede: odločanje, etika v managementu, večmerilnost

Analysis of Factors that Promote the Establishment of the Firm

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After the introductory presentation of basic concepts related to entrepreneurship and its importance, and the entrepreneur in the entrepreneurial process, we will focus on analyzing the factors of business start-up. We found that in the domestic and foreign literature

there are many classifications of factors that promote the establishment of the firm, and many different models exist as well. Most of the recent literature advocates the influence of personal factors and environmental factors, but in practice most of the research is based solely on personal factors of establishment. We decided to analyze both, as we think that this is the only possible way to provide a comprehensive treatment of the issue.

Key words: entrepreneurship, entrepreneur, business start-up, determinants

Evaluating the Effectiveness of Active Employment Policy

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Active employment policies are essentially public interventions in the labor market, while the culture of evaluating the effectiveness of employment programs is very low. Based on scientific methodology there are few studies on the evaluation of the effectiveness of employment programs in Slovenia. This leads to overestimation of the results and inadequate distribution of resources. In this paper we define the problem of causality as well as some formal facts for evaluating the effects of active employment policy. In the empirical analysis we use the propensity score matching method to estimate the effectiveness of the public work program. The results suggest that the program has positive, but very weak effects in the short run.

Key words: active employment policy, evaluation, causality

Interpersonal Relationships and Work Content as Stress Factors among Middle Management

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In the modern society, where importance is placed on progress, new technologies and economic trends, there is a lack of awareness of the significance of good interpersonal relations and organizational culture within a company. They both contribute to the better functioning of employees as well as the entire organization. The purpose of this study was to determine any possible differences between the stressors linked to the relationships within an organization and those linked to the work of middle management. The study included 58 middle managers working in commercial activity in the Ljubljana region. The results have indicated that the amount of stressors related to the relationships, and stressors related to the managers' work, that affect the middle managers participating in the survey is on average the same. The results have therefore shown no statistically significant difference between the two forms of the studied stress factors.

Key words: stress, stress factors, interpersonal relations, organizational climate, work related stressors

Rationality of Management Buyout from the Behavioural Economics Theory

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The theory of behavioral economics examines the behavior of individuals in markets in order to examine, explain and predict individual behavior. The psychology of behavior has evolved in order to explain the impact of emotions and most common cognitive errors in the decision-making process of individuals. Psychological and sociological aspects, which can be explained by a qualitative case study, are used to understand their behavior. In this paper we shall analyse the rationality of management behavior from the Behavioral Economy perspective through a plural case study. The conclusions drawn from our research show that non-economic factors, such as overconfidence, arrogance, greed and optimism significantly contribute to the management buyout decision.

Key words: behavioural finance, management buyout, crowd psychology, optimism, greed