



Univerza v Novem mestu
University of Novo mesto

Fakulteta za ekonomijo in informatiko
Faculty of Economics and Informatics

Fakulteta za poslovne in upravne vede
Faculty of Business and Management Sciences

Zbornik povzetkov

**IZZIVI GLOBALIZACIJE
IN DRUŽBENO-EKONOMSKO OKOLJE EU**
Mednarodna znanstvena konferenca

Novo mesto, 18. maj 2023

**GLOBALISATION CHALLENGES
AND SOCIAL-ECONOMIC ENVIRONMENT OF THE EU**
International Scientific Conference

Novo mesto, 18. may 2023



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Povzetki / Abstracts

Faktori koji utiču na održive konkurentske prednosti

Kao što znamo, brz ekonomski rast utiče na održivost konkurenčije i počinje da igra sve veću ulogu u strateškom upravljanju preduzećima. U ovom radu pokušavamo da objasnimo na čemu se zasniva održivost konkurentske prednosti i koji faktori mogu uticati na samu održivost. S toga ova studija ima za cilj da identifikuje faktore koji određuju održivu konkurentsку prednost preduzeća u zemljama u razvoju. Uspostavljanje održive konkurentske prednosti postalo je izuzetno odgovorna, kreativna i zahtjevna aktivnost za preduzeća jer podrazumijeva sposobnost predviđanja budućih promjena u okruženju i njihovog mogućeg utjecaja na samo preduzeće. Štaviše, uspješno uspostavljanje održive konkurentske prednosti smatra se osnovom na kojoj se zasnivaju mnogi drugi uspjesi preduzeća. Nije prihvatljivo pretpostaviti da će se dobri proizvodi sami prodati, niti je preporučljivo zamisljati da će se današnji uspjeh prenijeti na sutra jer je konkurentska prednost funkcija efikasnijeg pružanja sličnog ili istog proizvoda kupcima od konkurenčije, ili proizvoditi isti proizvod po istim troškovima, ali na jedinstvene načine koji stvaraju veću vrijednost za kupce nego za konkurente. Model istraživanja primjenjen u ovoj studiji jeste studija slučaja tri velika preduzeća koja se nalaze u različitim gradovima Kosova.

Ključne reči: rast, razvoj, održivost, konkurentske prednosti, zemlje u razvoju

Factors Affecting Sustainable Competitive Advantage

As we know, rapid economic growth affects the sustainability of competition and begins to play a greater role in the strategic management of companies. In this paper, we try to explain what the sustainability of competitive advantage is based on and what factors can affect the sustainability itself. Thus, this study aims to identify the factors that determine the companies' sustainable competitive advantage in developing countries. Building a sustainable competitive advantage has become a highly responsible, creative and challenging activity for companies, as it requires the ability to predict future changes in the environment and their potential impact on the company. Moreover, successfully building a sustainable competitive advantage is considered the foundation for many other company successes. It is not acceptable to assume that good products sell themselves, nor is it advisable to imagine that success is transferable from today to tomorrow, since competitive advantage is a function of offering customers a similar or the same product more efficiently than competitors, or producing the same product at the same cost but in a unique way that creates greater value for customers than competitors. The research design used in this study was a case study of three large companies in Kosovo located in different cities.

Keywords: growth, development, sustainability, competitive advantage, developing countries

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Visoka škola strukovnih studija za obrazovanje vaspitača u Kikindi

Obrazovna tehnologija, online nastava i budućnost obrazovanja

Obrazovna tehnologija u svojoj pozadini sadrži najmanje dve ironije. Najpre je to optimizam sa kojim smo prihvatili online nastavu i učenje uz pomoć kompjutera sa snažnom fantazijom da će tehnologija pomoći u bržem dosezanju znanja, da će kompjuteri, samim tim što omogućavaju brzi dolazak do željenih informacija, osnažiti proces usvajanja znanja i kognitivne kapacitete. Ova jednostavna i jednostrana linearost se nije ostvarila u praksi. Sa druge strane, čak i kada bi obrazovna tehnologija dosegla moć da umesto pojedinca prikuplja informacije, ni tada onaj koji uči, ne bi imao mnogo koristi – jer mašina samo transkribuje mnoštvo informacija, ne zna kako ih pojedinac koristi, kako uči, da li uopšte uči, ne nudi način kako da razmišlja i ne zna da li uopšte razmišlja dok gleda u ekran. Bez obzira na sve prednosti online nastave, a neki pojedinci smatraju da će ovakav način obrazovanja u budućnosti promeniti prirodu učenja i međuljudski odnos u obrazovnom kontekstu – ipak se pokazalo da živa, međuludska komunikacija i reč nemaju alternative u jednostranoj primeni mašina i kompjutera u procesu učenja. Budućnost obrazovanja nalazimo u poučavanju i učenju u tzv. »preokrenutim učionicama« (flipped classrooms) – hibridnim modelom kombinovanja tradicionalnog i online (e-učenja).

Ključne reči: obrazovanje, obrazovna tehnologija, online nastava

Educational Technology, Online Teaching and the Future of Education

Educational technology contains at least two ironies in its background. First, it is the optimism with which we have accepted online teaching and learning using computers, with the strong fantasy that technology will help provide faster access to knowledge, that computers, by providing quick access to desired information, will strengthen the process of acquiring knowledge and cognitive skills. This simple and one-sided linearity has not proven true in practice. On the other hand, even if educational technology gained the power to gather information instead of the individual, even then the learner would not benefit much from it, because the machine only transcribes a lot of information, it does not know how the individual uses it, how he/she learns, if he/she learns at all, it does not provide an opportunity for thinking, and it does not know if he/she thinks at all while looking at the screen. Regardless of all the benefits of online teaching, and some believe that this type of education will change the nature of learning and interpersonal relationships in the educational context in the future, it has been shown that live, interpersonal communication and the word have no alternatives to the one-way use of machines and computers in the learning process. We see the future of education in teaching and learning in the so-called “flipped classrooms” – a hybrid model of combining traditional and online learning (e-learning).

Keywords: education, educational technology, online teaching

Komparacija kulturne – prirodne resurse turističkih centara Bansko i Popova Šapka

Istraživanje kulturnih i prirodnih dobara je već duže vrijeme prioritet i potreba mnogih zemalja svijeta, posebice nakon osamdesetih (80-ih) godina prošlog stoljeća. Turizam je jedna od grana koja se uzdiže i razvija upravo s ovim resursima, stoga je vrlo važno kako će se ti resursi koristiti. Međutim, tijekom korištenja ovih dobara, kroz turizam, uključuju se i mnogi drugi čimbenici koji izravno ili neizravno utječu na njihovo uništavanje ili zlouporabu. Dakle, za održivi razvoj turizma potrebno je da svi sudionici, počevši od same države sa svim relevantnim institucijama, lokalne samouprave, privatnog sektora, nevladinih organizacija, civilnog sektora, ostalih lokalnih stanovnika, brinuti da se ti resursi uzgajaju, čuvaju i prenose budućim generacijama. S obzirom na zemljopisne sličnosti dvaju turističkih mesta Bansko i Popova Šapka, u ovom ćemo istraživačkom radu napraviti brojne usporedbe između njih kako bismo vidjeli kako se ti resursi koriste za turizam u jednoj i drugoj zemlji.

Ključne reči: tourism, tourist centers, sustainable tourism, natural – cultural resources

Comparison of Cultural – Natural Resources of the Tourist Centers Bansko and Popova Shapka

Research on cultural and natural assets has long been a priority and a need in many countries of the world, especially since the 80s of the last century. Tourism is one of the sectors that is just growing and developing precisely with these resources, so how these resources are used is very important. However, many other factors also play a role in the use of these resources by tourism directly or indirectly affecting their destruction or misuse. Therefore, in order to achieve sustainable tourism development, it is necessary for all stakeholders involved, starting from the state itself with all relevant institutions, local government, private sector, non-governmental organisations, civil sector and other residents, to ensure that these resources are cared for, preserved and passed on to future generations. Given the geographical similarities between the two tourist destinations of Bansko and Popova Shapka, we will make numerous comparisons in this research to see how these resources are used for tourism in one country and the other. During the research we will highlight the positive and negative sides of the development of tourism in general and winter tourism in particular in these tourist places, using the method of comparison and SWOT analysis. From the results of this research, conclusions are drawn that we hope will contribute positively to the development of sustainable tourism in the two tourist countries.

Keywords: tourism, tourist centers, sustainable tourism, natural – cultural resources

Usklajevanje poklicnega in zasebnega življenja glede na spol

Uravnoteženo delo in življenje pomeni, da znamo delo opravljati učinkovito in imamo hkrati dovolj časa za ostale stvari, kot so družina, učenje in hobiji. S porastom družin, kjer sta zaposlena oba starša, je vse težje usklajevati delo in zasebno življenje, saj so hkrati vse večje zahteve podjetij, ki zaposlene silijo v podaljševanje delovnika in zahtevajo stalno pripravljenost. Na usklajevanje poklicnega in zasebnega življenja vpliva veliko dejavnikov, eden izmed njih je spol. V prispevku želimo s pomočjo kvalitativne metode prikazati rezultate raziskave, ki je bila izvedena med zaposlenimi v različnih podjetjih. Na podlagi pridobljenih rezultatov bomo predlagali možne izboljšave na ravni države in organizacije. V prispevku želimo prikazati statistično pomembne razlike, ki smo jih ugotovili s pomočjo t-testa. Odgovoriti želimo na zastavljena raziskovalna vprašanja in preveriti hipoteze. Komponente, ki nas zanimajo, so usklajenost poklicnega in zasebnega življenja, ugotavljanje razlik med spoloma ter konflikt med delom in zasebnim življenjem. Ugotovitve kažejo, da so zaposleni razmeroma uspešni pri usklajevanju poklicnega in zasebnega življenja. Rezultati ne prikazujejo statistično pomembnih razlik med spoloma. Ugotovitve bodo v pomoč posameznikom pri usklajevanju poklicnega in zasebnega življenja.

Ključne besede: poklicno in zasebno življenje, delo, družina, spol, zaposleni

Work-Life Balance from a Gender Perspective

Work-life balance means being able to do our job efficiently while having enough time for other things like family, studies and hobbies. With the increase in families where one or both parents are working, work-life balance is becoming increasingly difficult, and at the same time there are more and more demands from companies forcing their employees to work longer hours and be constantly on call. Work-life balance is influenced by many factors, one of which is gender. This paper will present the results of a survey conducted among employees in different companies using a qualitative method. Based on the results obtained, we will suggest possible improvements at the national and organisational levels. In the paper we also want to show the statistically significant differences that we found using the t-test. We want to answer the research questions and test the hypotheses. The components we are interested in are work-life balance, gender differences and work-life conflict. The findings show that employees are relatively successful in balancing their work and personal lives. The results show that there are no statistically significant gender differences. The findings may be helpful for individuals in their work-life balance.

Keywords: work-life balance, work, family, gender, employee

Obesity in Adolescents – A Global Public Health Problem

Nowadays, obesity is a global problem in the world, occurring in the population of children, adolescents and adults. The recent international study of Health Behavior in School-age Children (HBSC, 2018) shows that teenage obesity is present in 29.7% of boys and 14.3% of girls. The aim of this study is to analyse the occurrence of obesity in adolescents. The research was conducted in 2022 among 135 teenagers of a general secondary school in Mazowieckie Voivodeship. An original questionnaire was used as a research tool and the parameters of body mass and height of teenagers were taken from the medical documentation of the school nurse. Obesity in the examined group of adolescents was 5.93%. Boys ($M = 23.99$; $SD = 4.24$) had higher BMI than girls ($M = 21.69$; $SD = 3.92$). Teenagers who ate 1-2 meals per day were statistically more obese than adolescents who regularly ate 4–5 meals per day. It has been proven that the more frequent young people ate fast-food meals, the higher their BMI ($\text{tauc} = -0.141$; $p = 0.001$). BMI was lower in adolescents who engaged in regular physical activity ($\text{tauc} = -0.401$; $p < 0.001$). 1. A correlation was found between sex and BMI level and meal frequency and quality. 2. Lack of systematic physical activity had a significant effect on the prevalence of obesity in adolescents.

Keywords: obesity, adolescents, global health problem, public health

Debelost pri mladostnikih - svetovni javnozdravstveni problem

Danes je debelost globalni svetovni problem, ki se pojavlja pri otrocih, mladostnikih in odraslih. Najnovejša mednarodna študija Health Behavior in School-age Children (HBSC, 2018) kaže, da je debelost pri najstnikih prisotna pri 29,7 % fantov in 14,3 % deklet. Namen te študije je analizirati pojavnost debelosti pri mladostnikih. Raziskava je bila izvedena leta 2022 med 135 najstnik splošne srednje šole v Mazovskem vojvodstvu. Kot raziskovalno orodje je bil uporabljen izvirični vprašalnik, parametri telesne mase in parametri višine najstnikov pa so bili vzeti iz zdravstvene dokumentacije šolske medicinske sestre. Debelost v preučevani skupini mladostnikov je znašala 5,93 %. Dečki ($M=23,99$; $SD=4,24$) so imeli višji indeks telesne mase kot deklice ($M=21,69$; $SD=3,92$). Mladostniki, ki so jedli 1-2 obroka na dan, so bili statistično bolj debeli kot mladostniki, ki so redno jedli 4-5 obrokov na dan. Dokazano je bilo, da pogosteje ko so mladostniki jedli obroke hitre prehrane, višji je bil njihov rezultat ITM ($\text{tauc} = -0,141$; $p = 0,001$). Raven indeksa telesne mase je bila nižja pri mladostnikih, ki so se redno ukvarjali s telesno dejavnostjo ($\text{tauc} = -0,401$; $p < 0,001$). 1. Ugotovljena je bila povezanost med spolom in ravnjo indeksa telesne mase ter pogostostjo in kakovostjo uživanja obrokov. 2. Pomanjkanje sistematične telesne dejavnosti je pomembno vplivalo na razširjenost debelosti med mladostniki.

Ključne besede: debelost, mladostniki, globalni zdravstveni problem, javno zdravje

Koncept samooskrbe

Samooskrba pomeni kontinuirano skrb zase in vključuje vse od zdravih vsakodnevnih odločitev, izbire zdravega življenjskega sloga, skrbi zase v primeru manjših akutnih obolenj in poškodb, ter samovodenja bolezni ali okrevanja po veliki travmi. Teorija Doroteje Orem opisuje samooskrbo kot osebno spretnost in ciljno orientirano obnašanje, ki je usmerjeno na posameznikovo sposobnost k regulirajuju njega samega in okolja na tak način, da ostane pri življenju, uživa zdravje in dobro počutje ter prispeva k lastnemu razvoju. Za pridobitev podatkov za izdelavo članka smo uporabili raziskovalno obliko vsebinske analize pregleda znanstvene in strokovne literature v slovenskem in angleškem jeziku. Za iskanje primerne literature smo uporabili naslednje besede: »samooskrba«, »teorija samooskrbe«, »koncept samooskrbe«, »Doroteja Orem«. Omejitve pri iskanju so bile naslednje: obdobje objave (2014–2022), prostost dostopni znanstveni članki s polnim besedilom, recenzirani strokovni članki, znanstveni članki v slovenskem in angleškem jeziku. V končni analizi smo uporabili 15 znanstvenih člankov kvalitativnih in kvantitativnih raziskav. Izbrane rezultate znanstvenih člankov smo podrobno analizirali in povzeli ključne ugotovitve, ki smo jih razvrstili na podlagi pregledane literature in nato oblikovali v sintezo člankov. Iz izvedenega pregleda literature, ki je v članku predstavljen, lahko povzamemo in razumemo, da je samooskrba ena izmed bistvenih temeljev našega zdravja.

Ključne besede: samooskrba, skrb, Doroteja Orem, spretnost, zdravje

Concept of Self-Care

Self-care means continuous care for oneself and includes everything from healthy daily choices, healthy lifestyle choices and self-care in the event of minor acute illnesses and injuries to self-control of illness or recovery from major trauma. The theory of Doroteja Orem describes self-care as a personal skill and targeted behaviour that focuses on an individual's ability to regulate themselves and the environment to stay alive, enjoy health and well-being, and contribute to their own development. To obtain data for writing the article, we used a research form of content analysis of the study of scientific and professional literature in Slovenian and English. To find suitable literature we used the following words: "self-care", "self-care theory", "concept of self-care", "Doroteja Orem". Search restrictions were the following publication period (2014–2022), freely available scientific articles with full text, peer-reviewed articles, scientific articles in Slovenian and English. For the final analysis, 15 scientific articles from qualitative and quantitative research were used. The selected results of the scientific articles were analysed in detail and the main key findings were summarised, classified based on the reviewed literature and then formulated in a synthesis of the articles. From the literature review presented in this article, we can summarise and understand that self-care is one of the essential foundations of our health.

Keywords: self-care, care, Doroteja Orem, skill, health

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Pot do družbene blaginje

V strokovni literaturi o družbeni odgovornosti podjetij je mogoče najti več opredelitev družbene blaginje. V prispevku izhajamo iz družbene odgovornosti podjetij in posameznikov za ustvarjanje dodane vrednosti kot temeljnega sodila za opredelitev ustreznega ravnanja. Pri tem je pomembna opredelitev odgovornih nosilcev posameznih procesov. Takšna opredelitev procesov omogoča načrtno oblikovanje družbenega delovanja v najširšem smislu.

Ključne besede: družbena odgovornost, trajnostna družba, družbena blaginja, poti k družbeni blaginji

Paths to Social Well-Being

There are several definitions of social well-being in the professional literature, especially on corporate social responsibility. In this paper, we take the social responsibility of companies and individuals for value creation as a fundamental criterion for defining appropriate behavior. It is important to define the responsible pillars for specific processes. Such a definition of processes enables the planning of social action in the broadest sense.

Keywords: social responsibility, sustainable society, social well-being, paths to social well-being

Vloga kariernega centra v celostni karierni podpori študentom

Ljudje smo v postmoderni družbi postali bolj mobilni, svobodni, vpeti v spletna omrežja in komunikacijo po vsem svetu. Ponujeno nam je veliko priložnosti in izzivov, hkrati pa to vzbuja past, negotovost in strah, zato je ustvarjanje trajnostnih kariernih priložnosti zapleteno, še posebej za mlade. Zlasti obdobje mladosti je zaznamovano s korenitimi spremembami in odločitvami, ki lahko močno vplivajo na nadaljnje življenje. Iz tega razloga sta karierno svetovanje in podpora pri načrtovanju kariere toliko bolj pomembna skozi celoten proces študija. V prispevku je celosten pogled na razvoj kariere študentov predstavljen kot medsebojno povezana narava razvoja kariere ter čustvenega in socialnega delovanja v pozmem mladostništvu. S ciljem prispevati k zboljševanju odzivnosti izobraževalnega sistema za potrebe trga dela in s tem povezano usklajevanje znanj in pričakovanj mladih ter s ciljem spodbujanja celovite visokokakovostne karierne orientacije skozi celoten študijski proces, v prispevku predstavimo izsledke raziskave med študenti Univerze v Novem mestu, kjer smo identificirali specifične izzive in potrebe mladih za namen krepitev vloge kariernega centra in razvoja prilagojenih oblik pomoči posebnim skupinam študentom.

Ključne besede: karierna orientacija, mladi, karierni center, karierno načrtovanje

The Role of the Career Centre in Providing Comprehensive Career Support for Students

In postmodern society, people have become more mobile and free, embedded in online networks and communicating anywhere in the world. This offers many opportunities and challenges, but at the same time creates pitfalls, uncertainties and fear, which is why creating sustainable career opportunities is complicated, especially for young people. Adolescence in particular is marked by radical changes and decisions that can have a strong impact on the rest of life. This makes career counselling and career planning support throughout the academic process all the more important. In the paper, a holistic view of students' career development is presented that demonstrates the link between career development and emotional and social functioning in late adolescence. With the aim of contributing to improving the responsiveness of the educational system to the needs of the labour market and the related coordination of young people's knowledge and expectations, and with the aim of promoting comprehensive, high-quality career orientation throughout the study process, in this paper we present the results of a survey of students at the University of Novo mesto, in which we identified specific challenges and needs of young people in order to strengthen the role of the career centre and develop adapted forms of support for specific groups of students.

Keywords: career orientation, young people, career centre, career planning

EFQM model kot odlično orodje za analizo poslovne odličnosti in njegova uporaba v zdravstvu

Avtor poveže analizo poslovanja in poslovno odličnost kot ideal, ki ga želijo doseči vse uspešne organizacije, hkrati pa dosegati in nenehno vzdrževati vrhunsko raven poslovne uspešnosti ter tako izpolniti in celo preseči pričakovanja svojih deležnikov. Naslanja se na model EFQM in ga uporablja kot odlično orodje za analizo poslovanja organizacije v vseh fazah, ki jih definira tradicionalna analiza poslovanja. Po kratkem uvodu naredi temeljiti pregled literature o poslovni odličnosti v zadnjih dveh desetletjih s poudarkom na modelu EFQM. V nadaljevanju predstavi osnovne koncepte in elemente modela poslovne odličnosti EFQM s posebnim poudarkom na matriki RADAR kot zelo uporabnem instrumentu (orodju vodenja) za analizo poslovne odličnosti. Na konkretnem praktičnem primeru predstavi uporabo modela za preučevanje in ocenjevanje poslovne odličnosti organizacij v javnem sektorju, natančneje v zdravstveni dejavnosti (v bolnišnicah). Avtor svoj prispevek zaokroži z nekaj priporočili glede prepoznavanja prednosti in področij za nenehne izboljšave, ki jih skozi svoje dolgoletno ocenjevanje naslavljajo kot najpomembnejši vidik poslovne odličnosti.

Ključne besede: poslovna odličnost, model odličnosti EFQM, finančni kazalniki, kakovost zdravstvenih storitev, analiza poslovanja

The EFQM Model as an Exquisite Tool for the Analysis of Business Excellence and its use in the Healthcare Industry

The author combines business analysis and business excellence as an ideal that all high-performing organisations strive to achieve by attaining and continuously maintaining above-average levels of business performance in order to meet or exceed the expectations of their stakeholders. He draws on the EFQM model and uses it as an excellent tool for analysing an organisation's business at all stages defined in traditional business analysis. After a short introduction, the author first provides a thorough literature review of business excellence over the last two decades with a focus on the EFQM Model. Furthermore, the author presents the basic concepts and elements for the EFQM model of business excellence, with special attention to the RADAR matrix as a very useful instrument (management tool) for business excellence analysis. Using a real practical case, he also presents the use of the model for the analysis and evaluation of business excellence of organisations in the public sector, especially in the healthcare sector (hospitals). The author rounds out his paper with a set of recommendations for identifying strengths and areas for continuous improvement, which he, as a leading assessor, considers the most important aspect of business excellence analysis.

Keywords: business excellence, EFQM model of excellence, financial ratios, healthcare service quality, business analysis

Motiviranje zaposlenih v zdravstvu

Za zaposlene izberemo osebe, ki jim odgovornost za delo ni tuja, razporedimo jih na delovna mesta, ki jim odgovarajo in na katerem pride do izraza njihovo znanje in sposobnost. Zaposlene je pri njihovem delu potrebno voditi in jih usmerjati, da svoje znanje izkoristijo v največji možni meri. Najbolj poznan je zagotovo faktor mesečne plače. Vsem mora biti omogočena enaka možnost napredovanja in nagrajevanja, ne smemo pozabiti na tiste, ki jim več pomeni vertikalno in horizontalno napredovanje v organizaciji. Med najučinkovitejše nagrade sodijo pohvale in priznanja, kamor uvrščamo ustne pohvale, čestitke, zahvalna pisma, večja avtonomija na delovnem mestu, spremembu delovnega mesta in pojavljanje v internih gradivih podjetja. Namen raziskave je ugotoviti, kako so zaposleni motivirani za delo in kaj jih najbolj motivira. Raziskava je temeljila na kvantitativni metodi deskriptivnega raziskovanja. Med 153 anketiranimi medicinskimi sestrami in zdravstveniki ugotavljamo, da so zaposleni za svoje delo motivirani, hkrati pa rezultati kažejo, da bi zaposlene še bolj motivirali dobri odnosi med sodelavci, zanimivo in razgibano delo ter učinkovito timsko delo. Najbolj nezadovoljni so anketiranci s plačo in večizmenskim delom, največji motivacijski dejavnik, ki bi jih najbolj motiviral za delo je denar (plača) in bližina zaposlitve. Izpostavili so, da njihovi nadrejeni pogosto pozabijo na pohvalo, spodbudo in spoštljivo komunikacijo.

Ključne besede: zaposleni, motivacija, motivacijski faktorji, nagrade, napredovanje

Motivation of Employees in the Healthcare Sector

When selecting employees, we make sure that they take their responsibilities seriously and that we assign them areas of responsibility that suit them and in which their knowledge and skills come into play. Employees must be guided and directed in their work so that they make the best possible use of their knowledge. The best-known motivating factor is certainly the monthly salary factor. All employees must be given the same opportunities for advancement and rewards and we must not forget those employees who place moral value on vertical and horizontal advancement in the organisation. Among the most effective rewards are praise and recognition, such as verbal praise, congratulations, thank you letters, greater autonomy at work, change of work area and mention in internal company materials. The purpose of the research was to find out how motivated employees are at work and what motivates them the most. The research was based on the quantitative method of descriptive research. Among the 153 nurses surveyed, we found that employees are motivated for their work and at the same time the results show that employees are even more motivated by good relationships between colleagues, interesting and varied work and effective teamwork. The results show that most employees are most dissatisfied with salary and shiftwork. The biggest motivating factor that would motivate employees to work is salary and distance to work. Employees often mentioned that their boss forgets to praise them and communicate respectfully.

Keywords: employees, motivation, motivational factors, rewards, promotion

Osnove za funkcionalnost i efektivnost probnog rada

Probni rad se teoriji i praksi prevashodno posmatrao kao radno-pravni odnos zaposlenog i organizacije. U najvećem broju slučajeva izostale su ili su nedovoljno sagledane organizacione, tehnološke, psihološke i socijalne dimenzije ovog složenog procesa, koji je jedan od vidova selekcije kandidata za zasnivanje radnog odnosa na neodređeno vreme. Ostvarivanju željenih efekata ovog procesa u velikoj doprinosi njegovo normiranje i odvijanje primenom principa: ciljne usmerenosti, organizovanosti, objektivnosti, kooperativnosti i fleksibilnosti. Time se, uz odgovarajući monitoring i valorizaciju ostvarenih rezultata, stvaraju svi preduslovi za funkcionalnost i efektivnost probnog rada.

Ključne reči: probni rad, funkcionalnost, efektivnost, mentorstvo, monotoring, ocenjivanje

Basics for the Functionality and Efficiency of Probationary Period

In theory and practice, the probationary period is seen primarily as a legal relationship between the employee and the employer. In most of the cases, the organisational, technological, psychological and social dimensions of this complex process, which is one of the forms of candidate selection for the establishment of a permanent employment relationship, are usually not taken into account or are insufficiently considered. Achieving the desired effects of this process contributes significantly to its standardisation and development by applying the principles of goal orientation, organisation, objectivity, cooperativeness and flexibility. Together with appropriate control and valorisation of the achieved results, all conditions for the functionality and effectiveness of probationary period are thus created.

Keywords: probation work, functionality, effectiveness, mentoring, monitoring, appraisement

Izzivi informacijske varnosti v izobraževanju

Današnji dijaki in učitelji so vse bolj in bolj tehnično opremljeni na področju računalniške in mobilne tehnologije. Zaradi tega so iz dneva in izpostavljeni grožnjam informacijske varnosti. Ugotavljamo, da se jih večina ne zaveda teh groženj. Tako učitelji kot dijaki imajo na voljo veliko delavnic oziroma izobraževanj na temo informacijske varnosti. V prispevku si bomo pogledali različne situacije, ko dijaki kršijo pravila informacijske varnosti. Na teh primerih bomo podali tudi kritično mišljenje, potrebne preventivne ukrepe in morebitne posledice. Na Strokovni tehnički gimnaziji z usposobljenimi zunanjimi izvajalci iz stroke izvajamo različne delavnice za informacijsko varnost. Kljub temu še vedno prihaja do različnih incidentov, zato je potrebno izvesti dodatna izobraževanja, kot tudi sankcije v primeru določenih incidentov, ki potem služijo kot primeri iz prakse. V prispevku vam bomo predstavili, kako pomembno je sodelovanje s ponudnikom rešitve v primeru incidentov ter kako pomembno je, da je s strani ponudnika zagotovljena revizija sled na nivoju sprememb in dostopov.

Ključne besede: dijaki, incident, izobraževanje, preventiva, informacijska varnost

Challenges for Information Security in Education

Nowadays, students and teachers are becoming more technically equipped in the areas of mobile technology. Because of this, they are exposed to information security threats on a daily basis. We can find that most of them are not even aware of these threats. Students and teachers have access to many workshops and study materials in the field of information security. In this paper, we will show examples of how information security rules are abused. We will also highlight critical issues, preventive measures and possible consequences of these abuses. At our school, we organise various workshops in the field of information security, to which we also invite experts in these areas. Nevertheless, there are still many incidents, and this is the main reason for additional workshops and other types of education and sanctions in some cases. Such incidents are also a good case study. We will take a closer look at the importance of working with software vendors to address incidents and the importance of implementing and establishing an audit trail.

Keywords: students, incidents, education, preventive measures, information security

Poslovna uspešnost slovenskih bank v obdobju povečane inflacije

Od leta 2021 se slovensko gospodarstvo sooča s povečano stopnjo inflacije, ki odstopa od stopnje inflacije, na katero Evropska centralna banka (v nadaljevanju ECB) cilja s svojo monetarno politiko. Da bi znižala stopnjo inflacije, je ECB začela dvigovati svoje ključne obrestne mere, zaradi česar so začele naraščati nominalne obrestne mere. Cilj tega prispevka je analizirati ključne finančne kazalnike, ki opisujejo poslovno uspešnost bank v Sloveniji, s pomočjo ključnih finančnih kazalnikov določiti faktorje poslovne uspešnosti bank v Sloveniji, nato pa s primerjavo povprečnih faktorskih vrednosti med letoma 2020 in 2022 ugotoviti, kakšen vpliv je imel dvig ključnih obrestnih mer ECB na poslovno uspešnost bank v opazovanem obdobju. V raziskavo bomo vključili vse tiste banke in hranilnice v Sloveniji, ki so do konca aprila 2023 objavile letna poročila za 2022. Podatke za raziskavo bomo črpali iz letnih poročil bank in hranilnic v Sloveniji za leto 2022 ali pa iz objav o poslovni uspešnosti za leto 2022, ki so jih banke in hranilnice v Sloveniji pripravile za javnost. Faktorje poslovne uspešnosti bomo določili s pomočjo faktorske analize, pri čemer bomo uporabili metodo glavnih komponent. Vpliv porasta ključnih obrestnih mer ECB na poslovno uspešnost bank v Sloveniji bomo analizirali s pomočjo preizkušanja domneve o razliki med aritmetičnima sredinama za istovrstna faktorja med letoma 2020 in 2022.

Ključne besede: monetarna politika, inflacija, banka, obrestne mere, poslovna uspešnost

Business Performance of Slovenian Banks in the Period of Increased Inflation

Since 2021, the Slovenian economy has been facing an increased inflation rate, which deviates from the inflation rate that the European Central Bank (hereinafter ECB) targets with its monetary policy. In order to reduce the inflation rate, the European Central Bank started to raise its key interest rates, and as a result, nominal interest rates started to increase as well. The aim of this paper is to analyse the key financial indicators describing the business performance of banks in Slovenia to determine the factors of business performance of banks in Slovenia with the help of the key financial indicators, and then, by comparing the average factor values between 2020 and 2022, to find out what impact the increase in key ECB interest rates had on the business performance of banks in the observed period. In this research, we will include all banks and savings banks in Slovenia that have published their annual reports for 2022 until the end of April 2023. Data for this research will be collected from the annual reports of banks and savings banks in Slovenia for 2022 or from the publications on business performance for 2022 that banks and savings banks in Slovenia have prepared for the public. We will determine the factors of business performance using factor analysis, applying the principal components method. We will analyse the impact of an increase in the key ECB interest rates on the business performance of banks in Slovenia by testing the assumption about the difference between the arithmetic means for the same factors between 2020 and 2022.

Keywords: monetary policy, inflation, bank, interest rates, business performance

Ogljični odtis

Zakonodaja, ključni deležniki in širša javnost izkazujejo vse večja pričakovanja glede razogljičenja. Vplivi na okolje so povečini težko merljivi, njih ocenjevanje in interpretacija pa kompleksna. Ogljični odtis je eden pomembnejših kazalnikov vplivov na okolje, ki je merljiv in tako omogoča izračun, spremljanje in zastavljanje ciljev glede redukcije. V članku obravnavamo relevantno domačo in tujo literaturo na področju ogljičnega odtisa in literaturo na temo izračunavanja emisij. Za izračun emisij uporabimo različne metode, kot so tabela SRIP MATPRO, spletno orodje Scope3 Evaluator in Business Calculator ter poskusimo oceniti zanesljivost teh orodij. Podatke pridobimo iz evidenc opazovanega podjetja. Namen raziskave je izračunati ogljični odtis izbranega podjetja za več let s pomočjo spletnih orodij, izračune primerjati in podati predloge za nižanje emisij na poti v ogljično nevtralnost.

Ključne besede: izračun ogljičnega odtisa, emisije CO₂, dekarbonizacija

Carbon Footprint

Legislation, key stakeholders and the general public increasingly expect decarbonisation. Environmental impacts are usually difficult to measure and their assessment and interpretation is complex. The carbon footprint is one of the most important indicators of environmental impact that is measurable and thus enables the calculation, monitoring and setting of reduction targets. In the article, we review the relevant domestic and foreign literature in the field of carbon footprint and the literature on carbon footprint calculation. We use various methods to calculate emissions, such as the SRIP MATPRO table, the online tool Scope3 Evaluator and the Business Calculator, and try to assess the reliability of these tools. We obtain the data from the records of the observed company. The aim of the research is to calculate the carbon footprint of the selected company for several years using online tools, compare the calculations and make suggestions to reduce emissions on the way to carbon neutrality.

Keywords: carbon footprint calculation, CO₂ emissions, decarbonisation

Varnost in kakovost preprečevanja samopoškodbenega vedenja pri mladostnikih

Samopoškodovalno vedenje je eden izmed najbolj pogostih načinov agresije gre za avtoagresijo oz. agresijo usmerjeno na sebe. Je eden izmed najpogostejsih problemov, ki se pojavijo pri otrocih in mladostnikih v njihovem odrasčanju. Pri samopoškodovanju gre za poškodovanje svojega telesa brez samomorilnega namena. Mladostniki se v večini primerov samopoškodujejo, ker je njihova stiska v kateri so se znašli premočna in si s tem, ko se samopoškodujejo olajšajo stisko. Naš namen je ugotoviti zakaj pride do samopoškodovalnega vedenja, kakšen je odnos zdravstvenega osebja do otrok in mladostnikov, ki se samopoškodujejo in na kakšen način lahko tovrstna dejanja mladostniki preprečijo.

Ključne besede: samopoškodbeno vednje, mladostniki, odnos mladostnik in zdravstveno osebje

Safety and Quality of the Prevention of Self-Injurious Behaviour in Adolescents

Self-injurious behaviour is one of the most common forms of aggression, namely self-aggression or self-directed aggression. It is one of the most common problems that occur in children and adolescents as they grow up. Self-injury means hurting one's own body without suicidal intent. In most cases, adolescents self-harm because the distress they are in is too great and they relieve their distress by self-harming. We aim to find out why self-injurious behaviour occurs, what attitudes medical staff have toward children and adolescents who self-injure, and the ways in which adolescents may commit such acts.

Keywords: self-injurious behaviour, adolescents, relationship between adolescents and medical staff

Kvalitet izlaznih kompetencija u visokom obrazovanju

Vrednovanje je osnov obezbjeđenja kvalitete obrazovanja. Ono ima razvojnu funkciju i sprovodi se prvenstveno radi unapređivanja i osiguravanja kvalitete u području obrazovanja. Pokazuje se da rezultati vrednovanja značajno pomažu obrazovnim institucijama pri unapređivanju vlastitog djelovanja. Predmet istraživanja rada jesu ishodi visokog obrazovanja i zadovoljstvo poslodavaca. Cilj sprovedenog istraživanja jesu kompetencije kako bi studentima omogućili veću konkurentnost na savremenom tržištu rada i osigurali brže uvođenje u posao i efikasnije učešće u procesu rada.

Ključne riječi: kvalitet, kompetencije, zadovoljstvo, poslodavci, konkurentnost

Quality of Output Competencies in Higher Education

Evaluation is the basis for ensuring the quality of education. It has a developmental function and is conducted primarily to improve and ensure quality in education. It has been shown that evaluation results significantly help educational institutions to improve their own activities. The object of labour research is the results of education and satisfaction of employers. The aim of the conducted research is competencies that enable students to be more competitive in the modern labor market and ensure faster introduction to work and more efficient participation in the work process.

Keywords: quality, competences, satisfaction, employers, competitiveness

Vpliv integrirane klinične poti na komuniciranje med zaposlenimi

Integrirana klinična pot (IKP) je pristop, ki zagotavlja enotno in koherentno obravnavo za paciente z različnimi zdravstvenimi stanji. Cilj integrirane klinične poti je zagotoviti najboljše možno zdravstveno oskrbo pacientom, prilagojeno njihovim potrebam in ciljem, ter hkrati optimizirati delovanje zdravstvenega sistema. Na področju standardizacije IKP zagotavlja jasen vodnik obravnave pacienta po korakih, ki pomaga standardizirati oskrbo in zmanjšati variabilnost. To omogoča, da so vsi člani tima usklajeni, kar izboljša komunikacijo in koordinacijo. Ker IKP vključuje sodelovanje članov multidisciplinarnega tima, lahko izboljša komunikacijo in pomaga zagotoviti, da so vsi člani ekipe seznanjeni z načrtom obravnave pacienta. IKP lahko tudi pomaga izboljšati komunikacijo z zagotavljanjem jasnega okvira odločanja. IKP pogosto vključujejo orodja za sledenje in spremljanje napredka, ki lahko pomagajo izboljšati komunikacijo z zagotavljanjem jasnega zapisa patientove obravnave. Tako so vsi člani tima seznanjeni s patientovim napredkom in morebitnimi spremembami načrta obravnave. Izvedena je bila študija primera komuniciranja med zaposlenimi v eni od slovenskih bolnišnic na primeru integrirane klinične poti endoproteze kolka, v kateri smo ugotavljali vpliv uvedbe integrirane klinične poti na komuniciranje med zaposlenimi in z vodstvom.

Ključne besede: komuniciranje, integrirana klinična pot, zaposleni

Impact of an Integrated Clinical Pathway on Communication Between Staff

The Integrated Clinical Pathway (ICP) is an approach that provides unified and coherent care for patients with diverse conditions. The goal of the integrated clinical pathway is to provide patients with the best possible healthcare tailored to their needs and goals, while optimizing the functioning of the healthcare system. In the area of standardization, the ICP provides clear, step-by-step guidance for patient care that helps standardize care and reduce variability. This allows all team members to be aligned, which improves communication and coordination. Because the ICP requires collaboration among members of a multidisciplinary team, it can improve communication and help ensure that all team members are aware of the patient's treatment plan. The ICP can also help improve communication by providing a clear framework for decision making. The ICPs often include tracking and progress monitoring tools that can improve communication by providing a clear record of the patient's treatment. In this way, all team members are aware of the patient's progress and any changes to the treatment plan. Using an integrated clinical pathway for hip arthroplasty as an example, we conducted a case study of communication between staff in one of the Slovenian hospitals to determine the impact of implementing an integrated clinical pathway on communication between staff and with management.

Keywords: communication, integrated clinical pathway, employees

Zadovoljstvo zdravstvenih delavcev kot element kakovosti managementa v zdravstveni negi

Zadovoljstvo zdravstvenih delavcev z delom v zdravstveni negi predstavlja velik izziv zdravstveni organizaciji, še posebej v času ekonomskih in socialnih sprememb, ki posredno ali neposredno vplivajo na zadovoljstvo zaposlenih z delom v zdravstveni negi, posledično pa tudi na kakovost managementa v zdravstveni negi. Namen raziskave je bil ugotoviti zadovoljstvo zdravstvenih delavcev kot element kakovosti managementa v zdravstveni negi. Uporabili smo kvantitativno metodo raziskovanja in deskriptivno metodo dela. Za zbiranje primarnih podatkov smo uporabili tehniko anketiranja. Med 80 anketiranimi zdravstvenimi delavci ugotavljamo, da večina zdravstvenih delavcev ni zadovoljna s svojim delovnim mestom. K boljšemu zadovoljstvu na delovnem mestu bi morda pripomogle spremembe, ki bi jih vpeljali v management zdravstvene nege. Med drugim bi v pozitivno smer morali speljati stvari kot so manj nadur, več kadra, boljše sposobnosti vodij in več posluha vodij za podrejene, večje plače, boljši odnosi v timu, več pohval in nagrajevanj in tako naprej. Treba bi bilo narediti konkretnne spremembe na teh področjih, saj bi s tem izboljšali zaposlovanje zdravstvenega kadra, kar pa se v bistvu dotika tudi kakovosti managementa v zdravstveni negi.

Ključne besede: zadovoljstvo, zdravstveni delavci, management v zdravstvu, kakovost

Healthcare Worker Satisfaction as an Element of Management Quality in Healthcare

The satisfaction of healthcare workers with their work in nursing is a major challenge for healthcare organisations, especially in times of economic and social changes that indirectly or directly affect the satisfaction of employees with their work in nursing and, consequently, the quality of management in nursing. The aim of this research was to determine the satisfaction of healthcare workers as an element of quality management in nursing. We used a quantitative research method and a descriptive work method to collect primary data, and we used a survey technique. Among the 80 healthcare workers surveyed, we found that the majority of healthcare workers were dissatisfied with their job and that perhaps changes in care management would help improve job satisfaction. Among other things, things like less overtime, more employed staff, better managerial skills and, of course, more listening to subordinates by managers, more pay, better team relations, more praise and rewards, and so on should move in a positive direction. It would be necessary to make concrete changes in these areas, as this would make it easier and more attractive to recruit medical staff, which essentially also affects the quality management of health care.

Keywords: satisfaction, healthcare workers, healthcare management, quality

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Okolišni menadžment Republike Hrvatske i implementacija strategija EU

Europska unija odlučno je pristupila borbi protiv klimatskih promjena prepoznavši da su gradovi odgovorni za većinu negativnih utjecaja za okoliš te upravo oni mogu i moraju doprinijeti očuvanju istog racionalnijim i ekološki održivijem razvojem. Iz tog razloga, Europska komisija 2008. godine pokrenula je brojne inicijative nastavno na usvajanje EU paketa o klimi i energiji iz 2007. godine kako bi podržala jedinice lokalne i regionalne samouprave u provedbi javnih politika održive energije prema nisko-ugljičnoj budućnosti te se po prvi puta počeo primjenjivati tzv. »bottom-up« pristup pri provedbi aktivnosti na lokalnoj razini. Okolišno održivo upravljanje postaje prioritet, a sva europska načela upravljanja okolišem implementiraju se nadalje u ostale strategije, primjerice Nacionalnu razvojnu strategiju Republike Hrvatske do 2030. godine te provedbene programe i planove razvoja JL(RS) Republike Hrvatske. Tema ovog rada je analizirati kakav utjecaj na lokalne javne politike imaju strateški dokumenti Europske Unije i kakav je njihov direktni doprinos u menadžmentu okoliša, s naglaskom na jedinice lokalne i područne samouprave u Republici Hrvatskoj. Analiza će dati uvid u to koliko strateški dokumenti »pritišću« jedinice lokalne i regionalne samouprave u održivo i okolišno usmjereno ponašanje u kreiranju svojih politika te iziskuje li takav pristup dodatno financijsko opterećenje.

Ključne riječi: održivost okoliša, lokalni razvoj, javne politike, upravljanje

Environmental Management of the Republic of Croatia and EU Strategies

The EU has resolutely joined the fight against climate change, recognising that cities are responsible for most of the negative impacts on the environment and therefore can and must contribute to its preservation through more rational and ecologically sustainable development. In 2008, therefore, following the adoption of the EU climate and energy package of 2007, the European Commission launched numerous initiatives to support local/regional self-government units in the implementation of sustainable energy policies for a low-carbon future and for the first time began to apply the so-called “bottom-up” approach to the implementation of activities at the local level. Sustainable environmental management is becoming a priority, and all European principles of environmental management are also implemented in other strategies, e.g. in the National Development Strategy of the Republic of Croatia 2030 and in the implementation programmes and development plans of JL(RS) of the Republic of Croatia. The topic of this paper is the analysis of the influence of EU strategic documents on local public policies and their direct contribution to environmental management, focusing on local and regional self-government units in Croatia. The analysis will shed light on how strategic documents push local/ regional self-government units towards sustainable and environmentally oriented behaviour in shaping their policies and whether such an approach requires an additional financial burden.

Keywords: environmental sustainability, local development, public policy, management

Quo vadis kvalitet visokog obrazovanja?

Namere ove studije su da kritičkom analizom posmatra nastojanja u standardizaciji organizacione strukture i uspostavljanja strukturmog okvira za podizanje kvaliteta u visokom obrazovanju. Činjenica da projekt na osiguranju i podizanju kvaliteta visokog obrazovanja nije odmakao dalje od formiranja strukturmog konteksta, koji po ocenama analiza ide u pogrešnom pravcu, budući da je zasnovan na ekonomskoj logici i principima koji su još uvek daleko od suštinskih karakteristika obrazovanja, oblasti na čijem podizanju kvaliteta treba da funkcionišu, podsticaj je da se da kontekst i osnova za analizu ostvarenosti intencija ovog složenog projekta, da se analiziraju ograničenja istog i nalazima istraživanja ilustruju dometi ostvarenja.

Ključne reči: kvalitet visokog obrazovanja

Quo Vadis Higher Education Quality?

The aim of this study is to critically analyse the efforts to unify the organisational structure and create a structural framework to enhance quality in higher education. The fact that the project to ensure and improve the quality of higher education has not progressed beyond the formation of a structural framework that, according to the analysis, goes in the wrong direction, being based on an economic logic and principles that are still far from the essential characteristics of education, the area that should be worked on to increase quality, is the incentive to provide context and basis for analysing the realisation of the intentions of this complex project, to analyse its limitations and to illustrate the scope of realisation with research findings.

Keywords: higher education quality

Praćenje kvaliteta i podsticanje njegovog razvoja u visokom obrazovanju

Cilj studije je da se skrene pažnja na neadekvatna nastojanja upravljanja u visokom obrazovanju, preuzimanjem ideja iz menadžmenta, ukazivanjem da univerzitet nije isto što i svako drugo preuzeće, što je u suštini problema nametanja neoliberalnih struktura, oblika i načina organizovanja i funkcionisanja na polju unapređivanja kvaliteta u visokom obrazovanju. Suština problema je u formulaciji ciljeva visokog obrazovanja, koji odstupaju od suštinskih karakteristika fenomena kvaliteta visokog obrazovanja i ciljeva zastupljenih u sociokulturoj i kritičkoj struci u pedagogiji. Dakle, treba menjati kurs ići u pravcu negovanja koncepta »kvaliteta« koji bi bio kontekstualizovan; u kome svi akteri grade zajedničku viziju prema kvalitetu i zajedno traju za novim i boljim rešenjima. Nalazima istraživanja koautora ove studije daju se argumetacije za prethodne stavove.

Ključne reči: Praćenje kvaliteta u visokom obrazovanju

Monitoring Quality and Encouraging its Development in Higher Education

The aim of the study is to draw attention to the inadequate efforts of management in higher education, which has adopted the ideas of management, pointing out that the university is not the same as any other company, which lies at the heart of the problem of applying neoliberal structures, forms and ways of organising and functioning to the field of quality improvement in higher education. The core of the problem lies in the formulation of higher education goals that deviate from the essential characteristics of the quality of higher education phenomenon and the goals advocated in the socio-cultural and critical stream of pedagogy. Therefore, it is necessary to change course and develop a different, contextualised concept of “quality” in which all actors develop a common vision of quality and work together to find new and better solutions. The research findings of the co-authors of this study provide arguments for the previous positions.

Keywords: quality monitoring in higher education

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Komparativna analiza izbranih sekundarnih podatkov med Slovenijo in Norveško

Slovenija ima dolgoletno željo postati ena najrazvitejših držav v Evropi. V ta namen želimo predstaviti komparativno analizo izbranih spremenljivk oziroma indikatorjev razvitiosti s pomočjo sekundarnih podatkov, iz katerih bi lahko ekstrahirali osnovne statistične vrednosti ter preverjali medsebojni vpliv preučevanih determinant. Cilj prispevka je z osnovno matematično metodologijo analizirati sekundarne podatke in preučiti morebitno predhodno empirično literaturo, da potrdimo zaznano vrzel v raziskavah na omenjenem področju, saj ugotavljamo, da se številne informacije o razvitiosti v zbranih podatkih (številah) premalokrat izkoristijo za preučevanje stopenj razvoja družbe. S pomočjo metode opisne statistike in korelacije želimo prikazati primerjalnost med državama. Podatke smo pridobili s pomočjo podatkovne baze Eurostata. Ključni rezultati analize podrobneje opisujejo manko agresivnosti v stopnji razvoja ali pogledu vnaprej. Pridemo do ugotovitve, katere so tiste determinante, ki vodijo do doseganja ekonomskih ciljev države. Omejitev raziskave se pojavi pri zbiranju in določanju frekvence sekundarnih podatkov. Rezultati analize bodo dobrodošla podlaga za raziskovalce v obeh omenjenih državah.

Ključne besede: razvoj, ekonomija, Slovenija, Norveška

Comparative Analysis of Selected Secondary Data between Slovenia and Norway

Slovenia (SI) has long desired to become one of the most developed countries in Europe. For this purpose, we would like to present a comparative analysis of selected indicators. From the data we were able to extract basic statistical values and verify the influence of the studied determinants. The paper aims to analyse secondary data using basic methods. Additionally, possible previous empirical literature is examined to confirm the perceived research gap in this field, as we find that much information about development in the collected data (numbers) is not often used to study the level of development of society. Using the method of descriptive statistics and correlation, we aim to show the comparability between the two countries. The data are obtained from the Eurostat database. The key results of the analysis describe the lack of aggressiveness in the development stage or future orientation. The determinants that led to the achievement of the country's economic goals are examined. A limitation of the research occurs in the collection and determination of the frequencies. The results of the analysis will be a substructure for researchers in SI and Norway.

Keywords: development, economy, Slovenia, Norway

Biti računovodja danes

Mesto, vloga in pomen računovodstva so se skozi čas spreminali. Skupaj z družbo in civilizacijo se je razvijalo tudi računovodstvo, njegova vloga pa je postajala vedno pomembnejša. Pomen računovodstva se je zlasti povečal z ločitvijo lastniške in upravljavske funkcije. Poslanstvo računovodstva je tako poročanje zunanjim in notranjim uporabnikom, pri čemer moramo poudariti, da računovodstvo že dolgo ne pripravlja samo informacij o poslovni in finančni uspešnosti, ampak računovodje dandanes poročajo tudi o uspehih gospodarskih družb na področju izpolnjevanja obveznosti do širše družbene skupnosti. Že dolgo pa se od računovodij ne zahteva več samo poročanja o preteklem poslovanju, ampak je vedno večji poudarek na pripravi informacij za poslovno odločanje. Tovrstna »podpora« je še toliko bolj pomembna v času zaostrenih gospodarskih razmer, saj morajo biti gospodarski subjekti takrat še bolj usmerjeni v dolgoročno delovanje. S tovrstnimi izzivi so se srečevali tudi v času epidemije covid-a-19. V prispevku predstavimo pomen računovodstva danes, s posebnim poudarkom na pripravi informacij za poslovno odločanje. V empiričnem delu pa predstavimo rezultate kvantitativne raziskave med računovodji v Sloveniji v času epidemije covid-a-19, kjer nas je posebej zanimalo, kako je epidemija vplivala na obseg in kakovost njihovega dela. V nadaljevanju pa predstavimo zavedanje poslovodstev o pomenu računovodskih informacij za poslovno odločanje ter pogostost zahtev po njih v času epidemije.

Ključne besede: računovodstvo, računovodska odločanje, epidemija covid-a-19, Slovenija

Being an Accountant Today

The place, role and importance of accounting have changed over time. As society and civilisation have evolved, so has accounting, and its role has become increasingly important. In particular, the importance of accounting has increased with the separation of ownership and management functions. The role of accounting is to report to both external and internal users, and we must emphasise that accounting has long provided not only information about business and financial performance, but that accountants today also report on the success of companies in meeting their obligations to the broader social community. For a long time, however, accountants have not only been required to report on past business, but there has also been an increasing emphasis on preparing information for business decision making. This type of “support” is even more important in times of difficult economic conditions, when business entities need to focus even more on long-term operations. They faced similar challenges during the Covid-19 epidemic. In this paper, we present the importance of accounting in today's environment, focusing on the preparation of information for business decisions. In the empirical part, we present the results of a quantitative survey of accountants in Slovenia during the Covid-19 epidemic, where we were particularly interested in how the epidemic affected the volume and quality of their work. Below, we present management's awareness of the importance of accounting information for business decision making and the frequency of requests during the epidemic.

Keywords: accounting, accounting decision making, Covid-19 epidemic, Slovenia

Analiza vpliva raziskav in razvoja na osnovi sekundarnih podatkov

V številnih spremenljivkah in njihovih podatkih se skrivajo raznovrstne informacije, ki jih želimo s pomočjo analize ekstrahirati, da bi ugotovili medsebojni vpliv raziskav in razvoja z delovno aktivnim prebivalstvom v Sloveniji. Cilj prispevka je izbrano metodologijo analizirati sekundarne podatke in preučiti predhodno empirično literaturo, da potrdimo zaznano vrzel v raziskavah na omenjenem področju. Ugotavljamo namreč, da se številne informacije o raziskavah in razvoju v zbranih numeričnih podatkih premalokrat izkoristijo za preučevanje razvojne trajektorije v družbi. S pomočjo metode glavnih komponent in faktorske analize želimo odgovoriti na postavljeno raziskovalno vprašanje in preveriti raziskovalno hipotezo. Podatke smo pridobili s pomočjo podatkovne baze SiStat Statističnega urada RS, Urada RS za intelektualno lastnino in podatkovnih baz Banke Slovenije. Ključni rezultati analize podrobnejše opisujejo pridobljene komponente. Pridemo do ugotovitve, da raziskave in razvoj pozitivno vplivajo na doseganje treh makroekonomskih ciljev. Tako bodo rezultati analize dobrodošla podlaga za odločevalce politik. Omejitve raziskave so se pojavile pri zbiranju sekundarnih podatkov, saj nekaterih podatkov nismo našli ali pa niso ustrezali opazovanemu obdobju, zato je število spremenljivk manjše od želenega.

Ključne besede: delovno aktivno prebivalstvo, raziskave in razvoj, sekundarni podatki, faktorska analiza, metoda glavnih komponent

Influence of Research and Development Analysis Based on Secondary Data

There is a lot of information hidden in many variables and their data, which we want to extract with the help of analysis in order to determine the mutual influence of research and development in the working population in Slovenia. Thus, the aim of the paper is to analyse the secondary data using the selected methodology and to examine the previous empirical literature in order to confirm the perceived research gap in the mentioned field. We find that the numerous information on research and development in the collected numerical data is not often used to study the development path in the society. Using the method of principal component and factor analysis, we aim to answer the research question and verify the research hypothesis. We obtained the data using the SiStat database of the Statistical Office of the Republic of Slovenia, the Intellectual Property Office of the Republic of Slovenia and the databases of the Bank of Slovenia. The key results of the analysis describe in detail the obtained components. We concluded that research and development have a positive impact on the achievement of three macroeconomic goals. Therefore, the results of the analysis will be a welcome basis for policy makers. Limitations of the research have occurred in the collection of secondary data, as some data were not found or did not correspond to the observed period, so the number of variables is lower than desired.

Keywords: working population, research and development, secondary data, factor analysis, principal component analysis

Odnos zaposlenih do sprememb v zdravstvenih organizacijah

Spremembe so stalno prisotna lastnost zasebnega in poslovnega življenja. Spremembu je včasih nekaj, kar si želimo, drugič spet nekaj, čemur se upiramo, pogosto pa tudi nekaj, kar nam je vsiljeno. Implementatorji sprememb morajo biti osebe s kreativno vizijo, ki so sposobni predvideti novo resničnost in kako priti do nje. Razumeti morajo, kako njihovi zaposleni dojemajo spremembe in zagotoviti, da spremembo sprejmejo in so nanjo pripravljeni. Motivirati jih morajo, da prevzamejo odgovornost in postanejo aktivni del spremembe. Namen članka je preveriti odnos zaposlenih v zdravstvenih organizacijah do sprememb. Uporabljena je bila deskriptivna metoda raziskovanja s pregledom literature v teoretičnem delu naloge in kvantitativni pristop k raziskovanju v empiričnem delu članka. Podatki so bili zbrani s pomočjo anonimnega anketnega vprašalnika. Pri uvajanju vsake spremembe lahko v organizaciji pričakujemo tako pozitivne kot negativne odzive zaposlenih. Medtem ko si pozitivnih odzivov želimo, je lahko učinkovitost spremembe ogrožena zaradi ciničnega odnosa zaposlenih do sprememb, kar lahko opišemo kot pesimistični pogled na učinkovitost spremembe zaradi mišljenja, da so implementatorji sprememb premalo motivirani, premalo kompetentni ali oboje hkrati. Pomembno je, da so spremembe vnaprej skrbno načrtovane, glede na potrebe zaposlenih, zdravstvene organizacije in konec koncev tudi samih uporabnikov zdravstvenih storitev.

Ključne besede: spremembe, odnos do sprememb, zdravstvene organizacije

Employee Attitude towards Changes in Healthcare Organisations

Change is a constant feature of personal and business life. Sometimes change is something we want, sometimes something we reject, and often something that is forced upon us. Those who implement change need to be individuals with a creative vision, able to anticipate the new reality and how to get there. They need to understand how their employees perceive change and ensure that they are aware of and prepared for it. You need to motivate them to take responsibility and actively participate in the change. The aim of this article is to examine the attitude of employees in healthcare organisations toward change. A descriptive research method was used, alongside a literature review in the theoretical part of the paper, and a quantitative research approach in the empirical part of the paper. Data were collected using an anonymous questionnaire. When changes are introduced, both positive and negative reactions are expected from the employees in the organisation. While positive reactions are desired, performance changes can be threatened by a cynical attitude of employees toward change, which can be described as a pessimistic view of performance changes, believing that those responsible for implementing the changes are not motivated or competent enough, or both. It is important that change be carefully planned in advance, taking into account the needs of the employees, healthcare organisations and, ultimately, the healthcare users themselves.

Keywords: change, attitude toward change, healthcare organisations

Analiza zadovoljstva s telegenetskimi storitvami

Številne študije poročajo o pozitivnih učinkih telemedicine, zato smo v ta namen izvedli raziskavo o sprejemljivosti telegenetike v slovenskem prostoru. S pomočjo video klica smo pilotsko analizirali nosečnice, katerih rezultati presejalnih testov so bili pozitivni ali pa so bile izpostavljene teratogenim dejavnikom. Z metodo anketiranja smo primerjali dve skupini nosečnic, obravnavane preko video klica in kontrolno skupino, ki je bila obravnavana po običajnem protokolu svetovanja v živo v ambulanti. Analiziranih je bilo 169 anket, od tega je 52 preiskovank opravilo posvet na daljavo. Poročale so o številnih prednostih (manjša potovalna obremenitev in udobje) in le malo o slabostih telegenetskih storitev (zasebnost podatkov, tehnične težave). Do statističnih razlik med skupinama je prišlo pri štirih od devetih vprašanj. Teleanketa je imela slabše rezultate pri razumevanju prejete informacije, manj bi jih ta način priporočilo drugim, 11,5 % bi ocenila teleposvet z nižjo oceno in 7,7 % bi se jih raje odločilo za svetovanje v živo. Analiza anket je pokazala, da bi se večina obravnavanih pacientk ponovno odločila za tovrsten način svetovanja, kar potrjuje obetavnost te metode za v prihodnje.

Ključne besede: genetsko svetovanje, telegenetika, telemedicina

Analysis of Satisfaction With Telegenetic Services

Since many studies report the positive effects of telemedicine, we conducted a survey on the acceptance of telegenetics in Slovenia. Using a video call, we conducted a pilot analysis among pregnant women whose screening test results were positive or who were exposed to teratogenic factors. We compared two groups of pregnant women who used the survey method and were consulted via video call with the control group who were treated according to the usual live consultation protocol in the clinic. 169 surveys were analysed, of which 52 subjects completed the consultation remotely. They reported many advantages (less travel and convenience) and few disadvantages of telegenetics services (data privacy, technical difficulties). Statistical differences between groups occurred on four of nine questions. Online consultation scored lower on understanding the information received, fewer would recommend it to others, 11.5% would rate teleconsultation lower, and 7.7% would prefer face-to-face consultation. Survey analysis showed that the majority of patients would choose this type of consultation again, confirming the future viability of this method.

Keywords: genetic counseling, telegenetics, telemedicine

Poraba zdravil za mišično-skeletne bolezni 2017–2021

Covid-19 je zaradi hitrega prenosa virusa SARS-CoV-2 in neprekuženosti ljudi povzročil globalne javnozdravstvene izredne razmere. Eden izmed ukrepov za preprečitev širjenja okužbe, zaprtje javnega življenja, je negativno vplival na mišično-skeletno zdravje prebivalstva. Med bolezni mišično-skeletnega sistema in vezivnega tkiva uvrščamo več kot 150 različnih bolezni in stanj, ki jih lajšamo in zdravimo z nefarmakološkimi in farmakološkimi pristopi. Podatki o predpisovanju in porabi zdravil, s katerimi zdravimo tovrstne bolezni, predstavljajo pomemben vir informacij o ekonomskih, zdravstvenih in socialnih značilnostih te velike skupine bolezni. Z namenom ocenitve predpisovanja in porabe teh zdravil in njihove ekonomske vrednosti za obdobje od 2017 do 2021, v katerem se je razvila pandemija covid-a-19 smo izvedli retrospektivno opazovalno raziskavo ambulantno predpisanih zdravil v Sloveniji. Rezultati so pokazali znižanje števila predpisanih receptov ter zvišano porabo tovrstnih zdravil v proučevanem obdobju, še posebej se je povečala poraba zdravil z učinkom na strukturo in mineralizacijo kosti in zdravil za zdravljenje protina, zvišala se je tudi celotna vrednost predpisanih zdravil.

Ključne besede: mišično-skeletne bolezni, pandemija covid-19, poraba zdravil, predpisovanje zdravil

Consumption of Medicines for Musculoskeletal Disorders 2017–2021

Covid-19 caused a global public health emergency due to the rapid transmission of the SARS-CoV-2 virus and low human immunity. One of the measures to prevent the spread of SARS-CoV-2, the closure of public life, negatively impacted musculoskeletal health. Musculoskeletal and connective tissue disorders include more than 150 diseases that are palliated/treated with non-pharmacological and pharmacological approaches. Data on the medicine prescribing and consumption are an important source of information on the economic, health and social characteristics of this large group of diseases. To assess the prescription/consumption of these medicines and their economic value for the period from 2017 to 2021, when the Covid-19 pandemic developed, we conducted a retrospective observational study of outpatient prescribed medicines in Slovenia. The results showed a decrease in the number of prescriptions and an increase in the consumption of medicines, especially the consumption of medicines affecting the structure and mineralisation of bones and medicines for the treatment of gout. There has also been an increase in the value of medicines.

Keywords: musculoskeletal disorders, Covid-19 pandemic, medicine consumption, medicine prescription

Finančna pismenost prebivalcev Slovenije

Glede na čase, v katerih živimo, zlasti zaradi trenutno napovedane recesije, veliko govorimo o financah. Država se je zlasti zaradi svetovne zdravstvene krize znašla v neugodnem finančnem položaju, čemur pa sledi položaj slehermoga posameznika. Na položaj le-tega lahko vpliva tudi brezposelnost ali druga oblika nezmožnosti za delo zaradi bolezni ali poškodbe. Zmanjšujejo se tudi socialni transferji. Vse to lahko posameznika, ki se znajde v finančni stiski, potisne v krog pesimizma in čmogledega razmišljanja. Vendar je dobro, da vsako tako pesimistično situacijo začnemo reševati na stopnji posameznika. To lahko storimo tako, da začnemo o financah razmišljati in poskušamo razumeti delovanje finančnega trga, njegovih mehanizmov, finančnih institucij in njihovih produktov ... Z navedenim dejansko poskrbimo za finančno pismenost. OECD je leta 2012 finančno pismenost predstavila kot kombinacijo zavedanja, znanja, spretnosti, odnosa in obnašanja, kar zagotavlja dobre finančne odločitve in vodi v finančno blaginjo. Podobno finančno pismenost predstavi tudi Svetovna banka, ki pod pojmom finančna pismenost razume sposobnost razumevanja osebnih financ in se nanaša na ozaveščenost in poznavanje ključnih finančnih konceptov, potrebnih za upravljanje osebnih financ. Prav slednje je namen prispevka, v katerem med drugim predstavimo izsledke raziskav s področja finančne pismenosti v Sloveniji. Pri tem bomo posebno pozornost namenili področjem, ki so ključna za kakovostno upravljanje posameznika s finančnimi sredstvi. Problematiko bomo osvetlili tudi s pomočjo intervjua z osebnim bančnikom in finančnim svetovalcem.

Ključne besede: finančna pismenost, indeks finančne pismenosti, prebivalstvo, Slovenija

Financial Literacy of the Inhabitants of Slovenia

According to the time we live in, especially because of the recession currently announced, we talk a lot about finances. Due to the global health crisis, the country is in an unfavourable financial situation, followed by the situation of each individual, which can be affected by unemployment and other forms of inability to work due to illness or injury. Social transfers are also decreasing. All of this can plunge a person in financial difficulty into a cycle of pessimism and negative thinking. However, we can begin to address such a pessimistic situation at the individual level. We can do this by starting to think about finances and trying to understand how the financial market works, its mechanisms, financial institutions and their products - in a word, providing financial literacy. In 2012, the OECD depicted financial literacy as a combination of awareness, knowledge, skills, attitudes and behaviours necessary to make good financial decisions and lead to financial prosperity. The World Bank defines financial literacy as the ability to understand one's finances and refers to awareness and knowledge of the key financial concepts needed to manage one's finances. The latter is the purpose of our paper, in which we present, among other things, the results of research in the field of financial literacy in Slovenia. We will pay special attention to the areas that are key to the quality of managing one's own financial resources. We will highlight the issue with an interview with a personal banker and financial advisor.

Keywords: financial literacy, financial literacy index, population, Slovenia

Uloga menadžera u edukaciji i timskom radu u operacijskoj sali s covid-19 pacijentima

Rad u kirurškoj operacijskoj sali složen je i zahtjevan. Za uspješan rad u kirurškoj operacijskoj sali u vrijeme prvog vala pandemije covid-19 od važnosti je da medicinske sestre – instrumentari posjeduju znanje, stručnost i vještine na temeljnim načelima struke, edukacijom i literaturom koja pomaže u obrazovnom procesu. Edukaciju zdravstvenih djelatnika u kirurškoj operacijskoj sali organizirala je glavna sestra/menadžer u operacijskoj sali. Instrument istraživanja je nestrukturirani intervju u kojem je sudjelovalo 8 medicinskih sestra – instrumentara koji su zaposleni u kirurškoj operacijskoj sali. Intervju je sproveden u KBC – Rijeka, odjel operacijske sale i sterilizacije, lokalitet Sušak. Rezultati dobiveni u ovom istraživanju pokazuju da ispitanici smatraju nužnom i važnom ulogu u menadžera u edukaciji o covid-19 zbog spriječavanja širenja zaraze, domenu rada zahtjevnijom sa suspektnim / pozitivnim covid-19 pacijentima, zadovoljstvo u međuprofesionalnom odnosu i kvalitetu dobre komunikacije u timskom radu. Ispitanici su u svojim odgovarima ističu, poštivanje propisanih protokola, profesionalni pristup u radu za perioperacijsku i intraoperacijsku skrb za pacijenta, njegovu sigurnost u operacijskoj sali, kao i sigurnost u timskom radu svih zdravstvenih djelatnika.

Ključne riječi: menadžer, edukacija, medicinske sestre - instrumentari, covid-19

The Role of the Manager in Education and Teamwork in the Operating Room With Covid-19 Patients

Working in the surgical operating room is complex and demanding. For successful work in the surgical operating room during the first wave of the Covid-19 pandemic, it is important that nurses operating the instruments have knowledge, expertise and skills related to the basic principles of the profession, education and literature to help in the educational process. The education of healthcare workers in the surgical operating room was organised by the head nurse / manager in the operating room, which contributed to the improvement of health care, better organisation of work, safety of the patient and health workers. The paper uses a qualitative research approach using the grounded theory method. The research instrument is an unstructured interview. The interview was conducted in KBC - Rijeka, in the operating room and in the sterilization department, in the locality of Sušak. The results of this research show that the respondents consider the role of management in Covid-19 education as necessary and important due to the prevention of the spread of infection, the domain of work being more demanding with suspected/positive Covid-19 patients, satisfaction with interprofessional relations and the quality of good communication in teamwork. In their answers, respondents emphasised compliance with prescribed protocols, a professional approach to the patient's perioperative and intraoperative care, their safety in the operating room, and safety in teamwork among all healthcare workers. For the future, they point out the need for the formation of work teams, meetings and training.

Keywords: manager, education, nurses - instrument operators, Covid-19

Uloga emocionalne inteligencije u postizanje uspeha lidera u biznis okruženju

Poznato je da emocionalna inteligencija kao osobina lidera predstavlja značajan faktor u postizanje uspeha ne samo u personalno nego i u organizacijsko kontekstu. Emocionalna inteligencija, liderstvo i uspeh su možda najfrekfentniji pojmovi koje se danas mogu sresti u savremnom poslovanju. U radu se analizira uloga emocionalne inteligencije u postizanje uspeha lidera u biznis okruženju, sa perspective percepcije studenata koji izučavaju nastavni predmet biznis psihologija. Cilj nam je bio ispitati koliko su oni senzibilizirani značaja emocionalne inteligencije i njen uticaj na uspeh lidera. Da bi sakupili istraživački material koristili specijalno konstruisan upitnik za 15 pitanja na skalu Likertovog tipa kojim bi hteli ispitati percepcija studenata nekoliko komponenata emocionalne inteligencije i njihova uloga u postizanju uspeha. Istraživanje je vršeno na uzorku od 100 studenata Univerzitet Sv Kliment Ohridski Bitola koji izučavaju nastavni predmet biznis psihologija. Na osnovu rezultata mogli bi skicirati potencijalni profil savremenog lidera posebno njegove socio-emocionalne kompetencije sa perspektive studenata. To bi dovelo do dijagnosticiranje ključnih menadžerskih kompetencija koje dovode do uspeha u organizacijskom poslovanju. Na osnovu toga bi oni bili deo strukture kreiranja novih edukacijskih programa koji bi doveli do bolju individualnu i organizacijsku efikasnost.

Ključne reči: emocionalna inteligencija, uspeh, liderstvo, kompetencije biznis okruženje

The Role of Emotional Intelligence in Achieving the Success of Leaders in the Business Environment

It is well known that emotional intelligence, as a trait of a leader, is a significant factor for success not only in the personal but also in the organisational context. Nowadays, emotional intelligence, leadership and success are perhaps the most frequent terms one can encounter in the modern business world. In addition, the role of emotional intelligence in the success of a leader in a business environment is analysed from the perspective of students of business psychology. Our main objective was to examine the importance of emotional intelligence and its impact on the success of leaders. Therefore, to collect the research material, we used a specially constructed questionnaire with 15 questions on a Likert scale to examine the subjects' perceptions of various components of emotional intelligence and its role in achieving success. The research was conducted on a sample of 100 students from the University of St. Kliment Ohridski, Bitola, who are studying business psychology. Based on the results, they could outline the potential profile of a modern leader, especially their socio-emotional competence, as seen by the students. Moreover, this would lead to a diagnosis of the key managerial competencies that lead to success in organisational business. Based on this, they would be part of the structure for the creation of new educational programmes that would lead to better individual and organisational efficiency.

Keywords: emotional intelligence, success, leadership, competencies, business environment

Pomen transformacijskega vodenja za kakovostno delo v zdravstveni negi

V zadnjem desetletju so se ob proučevanju vodij in različnih načinov vodenja ter njihove implementacije v klinično okolje oblikovale različne opredelitve. Te opisujejo vodenje kot proces, v katerem vodja z ustreznim znanjem s področja zdravstvene nege, medicine, zakonodaje, ekonomije in menedžmenta vpliva, usmerja in motivira zaposlene pri delu in doseganju zastavljenih nalog. Namen raziskave je s pregledom literature in obstoječih raziskav ugotoviti pomen transformacijskega vodenja v zdravstveni negi. Uporabili smo kvalitativni raziskovalni pristop in deskriptivno metodo dela. Na podlagi pregledane literature, ki je bila izbrana ob upoštevanju izključitvenih pogojev (prosta dostopnost objavljenega članka v celotnem obsegu med letoma 2012 in 2022 ter z uporabo izbranih ključnih besed v slovenščini: vodenje, stili vodenja, kombiniranje in zdravstvena nega ter v angleščini: leadership, leadership style, combination in health care) v spletnih bibliografskih bazah COBISS, CINAHL, PubMed in Google Scholar, ugotavljamo, da je transformacijski način vodenja za zdravstveno nego najprimernejši, saj zagotavlja boljše odnose med zaposlenimi in njihovimi vodji ter kakovostnejše končne rezultate v delovni skupini in organizaciji.

Ključne besede: vodenje, stili vodenja, kombiniranje, zdravstvena nega

The Importance of Transformational Leadership for Quality Work in Health Care

Over the past decade, various definitions have emerged from the study of leaders and different leadership styles and their implementation in the clinical setting, describing leadership as a process in which a leader with relevant nursing, medical, legal, economic and managerial knowledge influences, guides and motivates employees to work and achieve their goals. The aim of this research is to identify the importance of transformational leadership in nursing through a review of the literature and existing research. We used a qualitative research approach and a descriptive method. Based on the reviewed literature, considering the exclusion criteria (free accessibility of published articles in their entirety between 2012 and 2022 and using selected keywords in Slovenian: vodenje, stili vodenja, kombiniranje, zdravstvena nega and in English: leadership, leadership style, combination and health care) in the COBISS, CINAHL, PubMed and Google Scholar online bibliographic databases, we conclude that transformational leadership is the most appropriate leadership style in nursing, as it ensures better relationships between employees and their managers, and better quality outcomes for the work team and the organisation.

Keywords: leadership, leadership style, combination, health care

Predstavitev zadovoljstva zaposlenih v zdravstveni organizaciji

Stoletja se je na srečo in zadovoljstvo pri ljudeh gledalo kot na bistven sestavni del kakovostnega človeškega življenja. Občutek lastne vrednosti in s tem povezano zadovoljstvo posamezniki doživljajo tudi s tem, da so lahko v pomoč ne samo ožemu krogu ljudi, temveč tudi širši skupnosti. Slednje velja tako v zasebnem življenju, kot tudi na delovnem mestu. Enako velja tudi za delovno področje zdravstva, kjer je osnovni gradnik uspešnega zdravstvenega sistema zdravstveni delavec. Iz tega sledi, da je pomembno spremljati in monitorirati stanje in počutje zdravstvenih delavcev. Ob tem se poudarja, da je potrebno pozornost posvetiti tudi možnostim in načinom, kako ohranjati in spodbujati dobro počutje na delovnem mestu. Paradigme, ki so pozornost posvečale le težavam, so na tem področju zastarele. Treba se je usmeriti tudi na močne točke in prednosti posameznika in le te razvijati.

Ključne besede: zdravstveni delavci, zdravstvo, zaposleni, zadovoljstvo, delovni pogoji

Employee Satisfaction in a Healthcare Organisation

Human happiness and contentment have been considered an essential part of a good human life for centuries. An individual also experiences a sense of self-worth and the satisfaction that comes with it when he/she is able to help not only a narrow circle of people, but also the community at large. The latter applies to both the private sphere and the workplace. The same applies to the healthcare workplace, where the basic building block of a successful healthcare system is the healthcare workforce. It follows that it is important to monitor the condition and well-being of healthcare workers. At the same time, it emphasises that attention must also be paid to ways of maintaining and promoting well-being in the workplace. Paradigms that focus only on problems are outdated in this area. There is also a need to focus on and develop also the strengths of the individual.

Keywords: healthcare professionals, health care, employees, satisfaction, working conditions

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Vseživljenjsko izobraževanje kot kulturni kapital postmoderne družbe

Prispevek obravnava humanistični model vseživljenjskega izobraževanja, katerega osnova so tri prvine: državljanska vzgoja, izgradnja socialnega kapitala ter povečanje sposobnosti posameznikov. Glavna paradigma modela človeškega kapitala pri modelu vseživljenjskega izobraževanja je poudarek na razvoju kompetentnih in odgovornih državljanov, ki usmerjajo naložbo v izobraževanje (Kapil Dev Regmi, 2015). Znanje in z njim povezano vseživljenjsko učenje posameznikov predstavlja v družbi neprecenljiv kapital. Zagovorniki teorije o človeškem kapitalu, kot sta Gary Becker (1962, 1975) ter Theodore Schultz (1960, 1961), obravnavajo izobraževanje kot naložbo v posameznika. Strategije, ki smo jim priča pri spodbujanju posameznikov pri vrednotenju ter konkurenčnosti na trgu znanja, postavljajo vedno nova merila v okviru vseživljenjskega izobraževanja. V prispevku bomo z analizo vsebine predstavili teorijo in model funkcioniranja človeškega kapitala, hkrati pa opredelili morebitne dejavnike, ki so v postmoderni perspektivi zatajili v izobraževalnem sistemu in morda predstavljajo stagnacijo tudi na področju trga znanja. Habitus, izdelek zgodovine, kot ga imenuje Pierre Bourdieu (2002), proizvaja kolektivne prakse, ki so posledično zgodovinske. Habitus je organizem, ki si ga je polastila skupina in ki je vnaprej usklajen z zahtevami določene skupine, funkcioniра kot materializacija kolektivnega spomina, ki v naslednikih reproducira dosežek predhodnikov.

Ključne besede: vseživljenjsko izobraževanje, kapital, trg dela, konkurenca, postmoderna era

Lifelong Learning as Cultural Capital in a Postmodern Society

The article discusses a humanistic model of lifelong education based on three elements: civic education, social capital building and empowerment. The main paradigm of the human capital model of lifelong education is the emphasis on developing competent and responsible citizens who guide investment in education (Kapil Dev Regmi, 2015). Knowledge and the associated lifelong learning of individuals represent invaluable capital in society. Human capital theorists, such as Gary Becker (1962, 1975) and Theodore Schultz (1960, 1961) view education as an investment in individuals. The strategies we can observe to encourage individuals to value knowledge and compete in the knowledge market set new criteria in the context of lifelong learning. In this article, we will use content analysis to present a theory and model of how human capital works, while also identifying possible factors that may represent stagnation in the education system and also stagnation in the knowledge market from a postmodern perspective. Habitus, the product of history, as Pierre Bourdieu (2002) calls it, produces collective practices that are consequently historical. Habitus is an organism appropriated by a group, previously adapted to the demands of a particular group, and acts as the materialisation of a collective cultural memory that reproduces the achievements of its predecessors in its heirs.

Keywords: lifelong learning, capital, labour market, competition, post-modern era

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Univerza v Novem mestu Fakulteta za poslovne in upravne vede

Vseživljenjsko izobraževanje fizioterapeutov kot ključni dejavnik za kakovostno fizioterapevtsko obravnavo

Z nenehnim učenjem fizioterapevt ohranja in razvija svoje spremnosti, znanje in kompetence za kakovostno fizioterapevtsko obravnavo. Namen raziskave je bil preučiti vseživljenjsko izobraževanje fizioterapeutov ter vpliv različnih dejavnikov na njihovo izobraževanje, usposabljanje in izpopolnjevanje. Raziskava je temeljila na deskriptivni in kavzalno-neeksperimentalni metodi empiričnega raziskovanja, uporabljena je bila kvantitativna tehnika zbiranja podatkov, tehnika anketiranja. Podatke smo obdelali v programu SPSS 22.0. Z raziskavo na vzorcu 407 fizioterapeutov smo ugotovili, da se fizioterapevti premalo izobražujejo. Med fizioterapevti s krajsko in daljšo delovno dobo ni razlik v pogostosti izobraževanj. V večini se sami spodbujajo k izobraževanju. Ni bistvenih razlik v motivaciji za izobraževanje glede na zaposlitev fizioterapeutov v primarem, sekundarnem ali terciarem zdravstvu. Najpomembnejši motivacijski dejavnik je kakovostno in varno izvajanje fizioterapevtske dejavnosti. Pomanjkanje finančnih sredstev pa jim predstavlja najpogostejo oviro. Poglobljeno znanje fizioterapevti pridobijo s formalnimi in neformalnimi oblikami izobraževanj, ki pa ne bo optimalno koristno, če ga ne bodo prenašali na svoje sodelavce.

Ključne besede: fizioterapevti, izobraževanje, motivacija, vseživljenjsko učenje

Lifelong Education of Physiotherapists as a Key Factor for the Quality of Physiotherapeutic Treatment

Through continuous learning, the physiotherapists maintain and develop their skills, knowledge and competences for quality physiotherapeutic treatment. The purpose of the research was to examine the lifelong education of physiotherapists and the influence of various factors on their education, training and professional development. The research was based on a descriptive and non-experimental method of empirical research, a quantitative data collection technique and a survey technique. The data were processed using the SPSS 22.0 programme. The study of a sample of 407 physiotherapists revealed that physiotherapists receive insufficient education. There are no differences in the frequency of education between physiotherapists with shorter and longer professional education. In most cases, physiotherapists themselves promote continuing education. There are no significant differences in motivation for continuing education depending on the employment of physiotherapists in primary, secondary or tertiary health care. The most important motivating factor is the high-quality and safe performance of physiotherapeutic activities. A lack of financial resources is the most common obstacle to physiotherapists. Physiotherapists acquire in-depth knowledge through formal and informal forms of education, but this knowledge cannot be used optimally if they do not pass it on to their colleagues.

Keywords: physiotherapists, education, motivation, lifelong learning

Vpliv migracij na duševno stanje beguncev

Na begunce vplivajo enake determinante duševnega zdravja kot na splošno populacijo. Vendar pa narava izkušenj beguncev povzroči večjo verjetnost negativnih socialnih razmer zaradi preseljevanja. Konfliktni pogoji, povezani s procesom migracije, kot so izkušnje pridržanja, podaljšanega negotovega statusa in omejitve sposobnosti iskanja zaposlitve in/ali stanovanja, lahko močno vpliva na duševno zdravje. Kljub izpostavljenosti številnim dejavnikom tveganja večina beguncev, ki imajo stalno prebivališče nimajo duševnih motenj, bolje rečeno kažejo izjemno prožnost in prilagodljivost. Toda to odpornost je mogoče spodbopati glede na njihove trenutne razmere. Osredotočenost na travme pred migracijo in resno duševno motnjo morda omejuje naše znanje o tem, kako najbolje obravnavati druge pogoste težave v zvezi z duševnim zdravjem, kot npr. depresija in anksioznost ter vprašanja družinskih odnosov in izgube identitete.

Ključne besede: begunci, migranti, preseljevanje, duševno stanje

The Impact of Migration on the Mental Health of Refugees

Refugees are affected by the same mental health determinants as the general population. However, the nature of the refugee experience makes it more likely that negative social conditions will lead to migration. Conflict conditions linked to the migration process, such as the experience of detention, prolonged insecure status and limitations in finding employment and/or housing, can have a significant impact on mental health. Despite being exposed to many risk factors, most refugees who are permanent residents do not suffer from mental disorders, or rather, they demonstrate exceptional flexibility and adaptability. However, this resilience can be undermined in the face of the current situation. The focus on pre-migration trauma and severe mental disorders may limit our knowledge of how best to deal with other common problems associated with mental illness, such as depression and anxiety, family relationship problems and identity loss.

Keywords: refugees, migrants, migration, mental health

Uporabnost integrirane klinične poti pri obravnavi pacientov na ortopedskem oddelku

Na področju ortopedije uporabljamo veliko orodij za merjenje kakovosti, eno izmed njih je klinična pot, katere namen je zagotavljanje kontinuirane kakovostne in celovite zdravstvene obravnavi na multidisciplinarni način. Obstojče klinične poti je potrebno nadgraditi v integrirane klinične poti, ki bolj sledijo poti pacienta skozi zdravstveni sistem in sočasno naslavljajo potrebe pacientov tako iz zdravstvenega kot socialnega področja. Raziskava je temeljila na pregledu obstojče znanstvene literature z namenom določiti uporabnost integriranih kliničnih poti pri obravnavi pacientov po vstavitvi totalne endoproteze kolka. Raziskava je temeljila na pregledu literature, ki je bila objavljena od leta 2017 do leta 2023, za identifikacijo, izbiro in kritično oceno vseh ustreznih študij. V poglobljeno analizo vsebin, je bilo vključenih 6 znanstvenih člankov. Izvedena je bila v okviru projekta Vpliv integriranih kliničnih poti za izide pacientov, komuniciranje in stroškovno učinkovitost (L7-2631). Uporaba integriranih kliničnih poti je bila prepoznana v povezavi z zmanjšanjem pooperativnih zapletov. Znanstvenih dokazov na tem področju je zelo malo, zato so potrebne nadaljnje raziskave.

Ključne besede: integrirana klinična pot, ortopedija, totalna endoproteza kolka, kakovost obravnavi pacientov, multidisciplinarni pristop

Usability of Integrated Clinical Pathways for Patients on Orthopaedic Medical Department

There are many tools in use in the field of orthopaedics, one of which is clinical pathways. Its use guarantees continuous, qualitative and multidisciplinary treatment. The existing clinical pathways need to be developed into an integrated clinical pathway that follows the patient's path through the healthcare system while addressing the patient's needs from a health and social perspective. The research was based on a literature review with the aim of determining the usefulness of integrated clinical pathways for patients in the orthopaedic department after total hip replacement surgery. The literature used for the research was published from 2017 to 2023 to identify and critically assess all appropriate studies. Six articles were selected for more in-depth analysis. The research was carried out as part of a project titled Impact of integrated clinical pathways on patient outcomes, communication and cost-effectiveness (L7-2631). The usefulness of integrated clinical pathways in relation to postoperative complications was recognised. Very few articles exist in the area of the usefulness of integrated clinical pathways for patients undergoing total hip replacement surgery; further research is needed.

Keywords: integrated clinical pathways, orthopaedics, total hip replacement, quality of patient care, multidisciplinary approach

Pomen timskega dela v enoti intenzivne terapije

Raziskave s področja menedžmenta in medicine dosledno zagovarjajo učinkovito timsko delo kot optimalno metodo dela v zdravstvenih ustanovah. Dinamično okolje, v katerem delujejo zdravstveni timi, zaznamuje visoka stopnja kompleksnosti, delovna obremenitev in pritisik, pri čemer imajo odločanje in napake velik vpliv na posledice za procese oskrbe in izide zdravljenja. To še posebej velja za enote intenzivne nege, kjer življenjsko ogrožajoča in časovno kritična stanja zahtevajo sinhronizirano in sodelovalno delovanje različnih strokovnjakov, ki delajo skupaj kot učinkovit multidisciplinarni tim. Pomen timskega dela v zdravstvu se jasno odraža na vseh področjih. Timsko delo in izboljšanje komunikacije sta poudarjena kot nujna pogoja. Zato temeljni izvivi, s katerimi se bodo soočale zdravstvene organizacije v prihodnosti, niso le klinični, temveč tudi organizacijski. Enotе intenzivne terapije zagotavljajo oskrbo kritično bolnih pacientov. Ekipo v enoti intenzivne terapije običajno sestavljajo zdravniki intenzivisti in zdravniki drugih specialnosti, klinični farmacevti, respiratorni terapevti, dietetiki, medicinske sestre, klinični psihologi in specializanti. Zaposleni na oddelkih intenzivne terapije delujejo v fizično in čustveno zahtevnih okoljih, zato je pomembna dobra izmenjava informacij in odločanja ter opredeljevanje potencialnih ovir za uspešno delovanje tima.

Ključne besede: timsko delo, enote intenzivne terapije, sodelovanje, komunikacija v timu, organizacija dela

The Importance of Teamwork in the Intensive Care Unit

Research in the field of management and medicine consistently advocates effective teamwork as the optimal method of working in healthcare settings. The dynamic environment in which healthcare teams operate is characterised by high levels of complexity, workload and pressure, with decisions and errors having a significant impact on care processes and treatment outcomes. This is especially true in intensive care units, where life-threatening and time-critical conditions require synchronised and collaborative action among various professionals working together as an effective multidisciplinary team. The importance of teamwork in healthcare is clearly reflected in all areas. Teamwork and improved communication are highlighted as essential. The fundamental challenges facing health care in the future are therefore not only clinical but also organisational. Critically ill patients are cared for in the intensive care unit. The team in the intensive care unit usually consists of intensivists and doctors from other specialties, clinical pharmacists, respiratory therapists, dietitians, nurses, clinical psychologists and medical specialists. ICU staff work in a physically and emotionally demanding environment, so good information exchange and decision-making, as well as identification of potential obstacles, are essential to the successful functioning of the team.

Keywords: teamwork, intensive care units, collaboration, team work and communication, organisation and team work

Vpliv dejavnikov učeče se organizacije na samousmerjeno učenje zaposlenih

Sodobne organizacije lahko dolgoročno zagotovijo svoj obstoj in nadaljnji razvoj le, če njihovo delovanje temelji na stalnem učenju. Da lahko povečajo in zaščitijo svoje naložbe v zaposlene, učeče se organizacije namenjajo posebno pozornost razvoju in izpopolnjevanju svojih zaposlenih. Pomen učeče se organizacije je splošno priznan, vendar pa izsledki opravljenih študij kažejo, da v praksi spodbujanje učenja med zaposlenimi še vedno ni prioriteta. Namen študije je bil preučiti percepcijo učeče se organizacije v slovenskem prostoru in ugotoviti, kateri so tisti dejavniki, ki zaposlene najbolj spodbujajo k samousmerjenemu učenju. Raziskava je temeljila na kvantitativni metodi dela s tehniko anketiranja. Rezultati so pokazali, da slovenske organizacije še vedno temeljijo na tradicionalnih konstruktih in učenju kot takemu ne namenjajo dovolj pozornosti. Pokazalo se je, da med vodstvom in strokovnimi ali proizvodnimi sodelavci obstajajo statistično značilne razlike v mnenju v skoraj vseh konstruktih glede vodenja in opolnomočenja. Kot dejavniki, ki najbolj vplivajo na samousmerjeno učenje, so se pokazali komunikacija in prenos informacij, organizacijska kultura in klima, (ne)podpora vodstva ter opolnomočenje.

Ključne besede: učeča se organizacija, znanje, zaposleni, samousmerjeno učenje

The Influence of Learning Organisation Factors on Employees' Self-Directed Learning

Modern organisations can only survive and thrive in the long term if their operations are based on costly learning. To maximise and protect their investment in people, learning organisations pay special attention to the development and training of their employees. The importance of a learning organisation is widely recognized, but the results of studies show that promoting employee learning is still not a priority in practice. The aim of the study was to investigate the perception of a learning organisation in the Slovenian region and to find out which factors most encourage employees to engage in self-directed learning. The research was based on a quantitative method using a survey technique. The results showed that Slovenian organisations are still based on traditional constructs and do not pay enough attention to learning as such. It has been shown that there are statistically significant differences of opinion between management and technical/production employees on almost all constructs related to leadership and empowerment. Communication and information transfer, organisational culture and climate, (lack of) management support, and empowerment were identified as the factors that most influence self-directed learning.

Keywords: learning organisation, knowledge, employees, self-directed learning

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Jezikovni klepetalniki (Chatbot) kot platforma za analizo želene vrste učnega gradiva v mobilnem učnem okolju

Uporaba klepetalnikov (Chatbotov) v izobraževanju in njihov prispevek k nadzoru učnega procesa sta številna. Klepetalniki lahko učiteljem pomagajo, da ostanejo na tekočem z novimi standardi in modeli ocenjevanja. Učencem lahko pomagajo razumeti težke koncepte na način, da imajo občutek, da jih uči druga oseba. V izobraževanju obstajajo Chatboti, ki delujejo kot virtualni pomočniki za povečanje produktivnosti ali odgovarjajo na pogosto zastavljena vprašanja. V tem primeru delamo na podlagi raziskovanja možnosti Chatbotov kot analitičnih orodij za analizo želene vrste učnega gradiva v mobilnem učnem okolju, ki vodi do pridobitve ustrezne ravni znanja. Predstavljena uporabna orodja imajo lahko velik vpliv na učni proces, ne glede na njegov kontekst.

Ključne besede: klepetalni roboti, zaporedni vzorci, mobilno učenje, učno gradivo za večkratno uporabo, orodja za pridobivanje znanja in kontekst

Chatbot as a Platform for the Analysis of Preferred Type of Learning Material in Mobile Learning Environment

The uses of Chatbots in education and their contribution to the supervision of the learning process are numerous. Bots can help teachers stay current with new standards and assessment models. Bots can help students understand difficult concepts in a way that makes them feel like they are being taught by another person. In education, there are Chatbots that act as virtual assistants to increase productivity or answer frequently asked questions. In this case, we work on the basis of exploring the possibilities of Chatbots as analytical tools for analysing the preferred type of learning material in a mobile learning environment that leads to the acquisition of an appropriate level of knowledge. The presented useful tools can have a huge impact on the learning process, regardless of its context.

Keywords: Chatbots, sequential patterns, mobile learning, reusable learning material, knowledge tools and context

Moderni pristopi k razvoju mobilnih aplikacij

Mobilne aplikacije zadnjih 15 let predstavljajo pomemben segment razvoja programske opreme. Že danes v svetu obstaja več kot 3 milijarde uporabnikov pametnih telefonov in drugih mobilnih naprav, trend pa je še v porastu. Povečanje povpraševanja po mobilnih napravah je spodbudilo rast povpraševanja po mobilnih aplikacijah tako za osebno uporabo kot tudi v poslovne namene. Če je bilo sprva moč razvijati mobilne aplikacije zgolj z uporabo specifičnih programskih jezikov in orodij za posamezen operacijski sistem (platformo), so se kmalu pojavili novi (hibridni) pristopi, ki so razvoj poenotili, poenostavili in ga naredili stroškovno učinkovitejšega. V članku je najprej predstavljen razvoj izvornih mobilnih aplikacij za dve najpomembnejši platformi, Android in iOS, ključne prednosti tega pristopa in izzivi, s katerimi se programerska podjetja, pri tovrstnem razvoju soočajo. Sledi obravnava izgradnje mobilnih aplikacij za več platform pri čemer so podrobnejše predstavljene danes najpogosteje uporabljenе tehnologije (Cordova, Ionic, React native in Flutter) vključno z njihovimi prednostmi in pomanjkljivostmi. Na koncu je izvedena še analiza kaj-če, ki podaja najprimernejše scenarije za uporabo v članku predstavljenih tehnologij.

Ključne besede: razvoj mobilnih aplikacij, hibridne aplikacije, izvorne aplikacije

Modern Approaches for the Mobile Application Development

Mobile applications have been an important segment of software development for the last 15 years. Today, there are already more than 3 billion users of smartphones and other mobile devices worldwide, and the trend continues to rise. The increasing demand for mobile devices has fueled demand for mobile applications, both for personal use as well as for business purposes. While initially it was only possible to develop mobile applications using specific programming languages and tools for a particular operating system (platform), new (hybrid) approaches soon emerged that unified, simplified and made development more cost-effective. The article first introduces native mobile application development for the two main platforms, Android and iOS, the key advantages of this approach and the challenges faced by software companies in this type of development. This is followed by a discussion of mobile application development for multiple platforms, detailing the most commonly used technologies today (Cordova, Ionic, React native and Flutter) and their advantages and disadvantages. At the end, a what-if analysis is carried out, providing the most suitable scenarios for using the technologies presented in the article.

Keywords: mobile application development, hybrid applications, native applications

Patent: Uredaj za biometrijsku verifikaciju roditeljstva - pregled

Patent pod nazivom »Uredaj za biometrijsku identifikaciju roditeljstva« je inovacija koja sadrži dualni biometrijski skener otiska prsta koji sadrži podatke o otiscima prstiju majke i bebe na samom rođenju. Generisanjem jednoznačne ID reference i šifrovanjem tih podataka postiže se najviši nivo zaštite. Po prvi put je sprovedeno kvalitativno istraživanje koje dokazuje identitet tek rođene bebe na osnovu minutija otiska prsta. Time je onemogućena zamena beba i garantovan svaki identitet. Šifrovanjem tih podataka ceo proces je podignut na viši nivo bezbednosti i poverljivosti između svih učesnika u porodilištima širom sveta. Deo je projekta *Sigurna porodilišta* koji diže nivo javnog zdravlja gde god se primeni.

Ključne reči: patent, biometrija, otisak prska, inovacija, informaciona bezbednost, javno zdravlje

Patent Device for Biometric Verification of Parenthood - Overview

The patent, titled “Device for Biometric Identification of Parenthood” is an innovation that features a dual biometric fingerprint scanner that contains data on the mother’s and baby’s fingerprints at birth. By generating a unique ID reference and encrypting this data, the highest level of protection is achieved. For the first time, qualitative research was conducted to prove the identity of a newborn baby based on the minutiae of a fingerprint. This made it impossible to switch babies and guaranteed each identity. By encrypting this data, the entire process was elevated to a higher level of security and confidentiality between all parties involved in maternity hospitals around the world. It is part of the *Safe maternity hospital* project, which raises the level of public health wherever it is implemented.

Keywords: patent, bimetrics, baby fingerprint, public health

Vpliv digitalne preobrazbe na trend zaposlovanja

Digitalna transformacija določa konkurenčno prednost na trgu ter obenem postavlja organizacije pred nove izzive. Inovativna raba digitalnih orodij namreč prinaša nešteto možnosti in izboljšav ter posledično hitrejši dostop do globalnih trgov. Obenem preoblikuje in spreminja tudi trende zaposlovanja na trgu dela. Dejstvo je, da vsako digitalno orodje razvijamo in izpopolnjujemo ljudje, zato je v zadnjih letih pričakovan napredok v informacijski in komunikacijski dejavnosti. V zadnjem, empiričnem, delu s pomočjo pridobljene strokovne literature in statističnih podatkov predstavimo variacije v ostalih dejavnostih, vezane na število podjetij ter število zaposlenih, ozirajoč se tudi na velikost podjetja. Glede na kazalnike od leta 2014 do 2021 ugotavljamo, da je število delovno aktivnega prebivalstva v 71 % odvisno od števila registriranih podjetij v informacijski in komunikacijski dejavnosti.

Ključne besede: digitalizacija, zaposlovanje, vpliv, trg, IKT

The Impact of Digital Transformation on Employment Trends

Digital transformation is determining the competitive advantage in the market while presenting new challenges to organisations. The innovative use of digital tools brings with it countless possibilities that improve and subsequently accelerate access to global merchants. At the same time, it is also transforming and changing employment trends in the labor market. The fact is that every digital tool is developed and perfected by people, so an increase in Information and communication activities can be expected in recent years. In the last, empirical part, using the obtained professional literature and statistical data, we present the variations in other activities in terms of the number of companies and the number of employees, considering also the size of the companies. Based on the indicators from 2014 to 2021, we find that the number of active and working population is 71% dependent on the number of registered companies in Information and communication activities.

Keywords: digitalisation, employment, impact, market, ICT

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Strategija trženja na svetovnem trgu

V zadnjih desetletjih so svetovno gospodarstvo zaznamovale korenite spremembe. Zaradi tehničnih in tehnoloških izboljšav se geografske in kulturne razlike zmanjšujejo. Glavna težnja poslovnih organizacij je delovati na globalnem trgu, meje v globalnem poslovanju pa izginjajo. Organizacije ne poskušajo le prodati lokalno proizvedenih izdelkov na mednarodnem trgu, ampak tudi kupujejo ali proizvajajo številne komponente na tem trgu. Zato so številni domači izdelki in storitve tako imenovani »hibridi«, saj so bili materiali nabavljeni, proizvodne in tržne aktivnosti pa so potekale v različnih državah sveta. Osnovna in najtežja naloga sodobnih organizacij je ustvarjanje in ohranjanje konkurenčne prednosti. Menedžerji sodobnih organizacij se soočajo z odprtim vprašanjem, kako v turbulentnih razmerah postati stabilno podjetje, sposobno ustvarjati spremembe, premagovati nestabilnost, ki vlada na trgu, in zagotavljati uspeh. V prispevku je poudarek na raziskavi trženskih strategij globalnega trga, pri čemer so prikazane sile, ki oblikujejo globalne trženske strategije, ter stopnje razvoja globalnega trženja, ki jih je potrebno obvladovati.

Ključne besede: trženje, trg, strategije, globalizacija

Marketing Strategy in the Global Market

In recent decades, the global economy has been characterised by radical changes. Geographical and cultural differences are becoming smaller and smaller thanks to the technical and technological improvements. The main aspiration of business organisations is to operate in the global market, and the boundaries in global business are disappearing more and more. Organisations not only try to sell locally manufactured products in the international market, but also buy or produce numerous components in this market. For this reason, many domestic products and services are so-called "hybrids" because the materials were purchased and the production and marketing activities were carried out in various countries of the world. The basic and most difficult task of modern organisations is to create and maintain a competitive advantage. Managers of modern organisations are faced with the open question of how to become a stable company under turbulent conditions, capable of creating change, overcoming the instability prevailing in the market and ensuring success. In this paper, the emphasis is placed on the research of marketing strategies for the global market, highlighting the forces that shape global marketing strategies, as well as the stages of development of global marketing that must be managed.

Keywords: marketing, market, strategies, globalisation

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Pridobivanje praktičnega znanja študentov zdravstvene nege v času kliničnega usposabljanja

Za kakovostno, pravilno in vestno izvajanje negovalnih intervencij je pomembno, da si zaposleni že v času izobraževanja pridobijo dovolj znanja in kompetenc, ob kliničnem usposabljanju pa te prenesejo v praks in si pridobijo še nujne praktične veštine. Namen raziskave je proučiti vključenost študentov v izvajanje negovalnih intervencij v času kliničnega usposabljanja. Uporabili smo kvantitativno metodo raziskovanja in deskriptivno metodo dela. Anketni vprašalnik je vseboval 14 vprašanj, od tega je bilo 13 vprašanj zaprtega tipa in eno vprašanje odprtrega tipa. Raziskovalni vzorec je zajemal 120 študentov zdravstvene nege vseh treh letnikov rednega in izrednega študija, odgovorilo je več žensk (98, 82 %) kot moških (22, 18 %). Ugotavljamo, da študentje na kliničnem usposabljanju v veliki večini (79, 66 %) opravljajo lažje negovalne intervencije, kar se kaže tudi v lastni oceni samostojnosti in pridobljenega znanja v času kliničnega usposabljanja. Le dobra polovica (68, 57 %) jih po zaključenem kliničnem usposabljanju svojo samostojnost ocenjuje kot delno, še manj študentov (52, 43 %) pa svoje znanje ocenjuje kot dobro. Študenti so sicer vsaj dvakrat tedensko vključeni tudi v izvajanje zahtevnejših negovalnih intervencij, a menimo, da je za usvajanje kompetenc in potrebnega praktičnega znanja v času kliničnega usposabljanja to bistveno premalo.

Ključne besede: klinično usposabljanje, intervencije zdravstvene nege, zdravstvena nega, diplomirana medicinska sestra

Acquiring Practical Knowledge of Nursing Students during Clinical Training

In order to provide high quality, correct and conscientious implementation of care interventions, it is important that employees acquire sufficient knowledge and competences during their education and then put these into practice during clinical training and acquire the necessary practical skills. The aim of this research is to investigate students' involvement in the implementation of nursing interventions during clinical training. We used a quantitative research method and a descriptive work method. The questionnaire contained 14 questions, 13 of which were closed-ended and one was open-ended. The research sample included 120 nursing students from all three years of full-time and part-time study, with more women (98,82%) than men (22,18%) responding. We find that the vast majority (79,66%) of students perform easier nursing interventions during clinical training, which is also reflected in their own assessment of independence and acquired knowledge during clinical training. After completing clinical training, just over half (68,57%) rate their independence as partial, and even fewer students (52,43%) rate their knowledge as good. At least twice a week, students are also involved in the implementation of more demanding nursing interventions, but in our opinion this is clearly insufficient for the acquisition of competencies and necessary practical knowledge during clinical training.

Keywords: clinical training, nursing interventions, healthcare, registered nurse

Utjecaj digitalizacije i inflacije na profitabilnost tržišta osiguranja u Hrvatskoj

Početak 21. stoljeća, točnije prvih deset godina obilježeno je nekim od najvećih tehnoloških prekretnica u ljudskoj povijesti. Danas u 2023. pametne telefone koristi preko 4 milijarde ljudi, a ta digitalizacija utjecala je na sve sfere društva i poslovanja pa tako i na tržište osiguravajućih kuća čija je profitabilnost pod utjecajem tehnologije glavni i osnovni predmet ovog rada. S jedne strane korisnici usluga i proizvoda štede svoje vrijeme koristeći se digitalnim tehnologijama, a s druge strane pružatelji koji prodaju svoje proizvode i usluge kroz digitalne platforme optimiziraju svoje troškove i povećavaju zadovoljstvo krajnjih korisnika. Ove prednosti i prilike uočene su i na tržištu osiguranja, a sve u svrhu stvaranja sve veće profitabilnosti kroz prilagodbu i digitalizaciju usluga. Cilj ovoga znanstvenog rada je analiza tržišta osiguranja s fokusom na utjecaj digitalizacije i inflacije na naplatu premije osiguranja neživota. Rezultati istraživanja do kojih smo došli dubinskom analizom čimbenika tržišta osiguranja uključujući složen utjecaj digitalizacije i inflacije imaju za posljedicu povećanje efikasnosti poslovanja uz smanjenje troškova, precizniju kontrolu i procjenu rizika, povećanje iznosa premija osiguranja, efikasniju likvidaciju šteta uz veće zadovoljstvo krajnjih korisnika što ćemo i dokazati rezultatima ovog istraživanja.

Ključne riječi: digitalizacija, inflacija, profitabilnost, osiguranje

Impact of Digitalisation and Inflation on the Profitability of the Insurance Market in Croatia

The beginning of the 21st century, or rather the first ten years, were marked by some of the greatest technological milestones in human history. Today, in 2023, more than 4 billion people use smartphones, and this digitalisation has affected all areas of society and business, including the market of insurance companies, whose profitability is influenced by technology and is the main and basic subject of this paper. On the one hand, users of services and products save time by using digital technologies, and on the other hand, providers who sell their products and services through digital platforms optimise their costs and increase the satisfaction of end users. These advantages and opportunities can also be observed in the insurance market to achieve higher profitability through the adaptation and digitalisation of services. Therefore, the subject of this scientific paper is the analysis of the insurance market with a focus on the impact of digitalisation and inflation on the collection of non-life insurance premiums. The goal of the research will be an in-depth analysis of the factors of the insurance market, including the complex impact of digitalisation and inflation, leading to increased business efficiency with cost reduction, more precise control and risk assessment, as well as an increase in insurance premiums and more efficient liquidation of damages, which we will demonstrate with the results of this research.

Keywords: digitalisation, inflation, profitability, insurance

Analiza potreb svojcev v paliativni oskrbi

Obravnava umirajočih bolnikov in njihovih svojcev je eno izmed področij zdravstvene nege, ki se mu znotraj zdravstvenega sistema ne posveča dovolj pozornosti. Namen prispevka je raziskati vzroke, ki vplivajo na sporazumevanje izvajalcev zdravstvene nege in svojcev umirajočih. Uporabili smo kvantitativni raziskovalni pristop z deskriptivno metodo. Zbiranje podatkov je potekalo s tehniko anketiranja. V raziskavi je sodelovalo 174 izvajalcev zdravstvene nege in 56 svojcev umrlih bolnikov. Rezultati kažejo, da večina izvajalcev zdravstvene nege ob sporazumevanju s svojci umirajočega bolnika doživlja paletto čustvenih reakcij: sočutje, žalost, tesnoba, nemoč in obup. Izvajalci zdravstvene nege, kot največje ovire pri sporazumevanju s svojci umirajočega bolnika navajajo čustveno obremenitev, ki jo pogovor prinaša, časovno stisko in neznanje. Na drugi strani svojci vidijo razloge za nezadostno komunikacijo v pomanjkanju časa, zanimanja in izkušenj ter neznanju. Glavni grožnji kakovostnemu sporazumevanju sta pomanjkanje časa ter čustvena obremenitev, ki jih pogovori ob koncu življenja prinašajo. Večina sodelujočih svojcev umrlih bolnikov v času umiranja bližnjega in v času žalovanja ni dobila želene in ustrezne podpore s strani izvajalcev zdravstvene nege.

Ključne besede: svojci, izvajalci zdravstvene nege, paliativna oskrba, sporazumevanje

Analysis of the Relatives' Needs in Palliative Care

Dealing with dying patients and their families is one of the areas of care that receives too little attention in the healthcare system. The specific needs of dying patients and even more the needs of their relatives are often overlooked. The aim of this paper is to examine the reasons that influence communication between health care providers and relatives of dying patients. A quantitative research approach using a descriptive method was used. Survey techniques were used to collect data. 174 healthcare providers and 56 family members of dying patients participated in the study. Results show that most health care providers experience a range of emotional responses when communicating with family members of a dying patient: Compassion, sadness, fear, helplessness, and despair. Health care providers cite the emotional burden of talking, time pressure, and lack of knowledge as the greatest barriers to communicating with the family members of a dying patient. The relatives, on the other hand, see lack of time, disinterest, lack of experience and lack of knowledge as the reasons for poor communication. The biggest barriers to good communication are lack of time and the emotional toll that end-of-life conversations take. Most participating family members of deceased patients did not receive the desired and appropriate support from health care providers at the time of their loved one's death and during the time of grief.

Keywords: relatives, health care providers, palliative care, communication

Davčne utaje

Davki so finančna obremenitev davkoplačevalcev, tako fizičnih kot pravnih oseb, ki so najpomembnejši vir denarnih prihodkov državnega proračuna. Vse več davčnih zavezancev se poskuša izogniti plačilu davka in posledično zagrešiti davčno utajo. Z davčnimi utajami se srečujejo prav vse države. Posledica le-teh je manjši prihodek denarnih sredstev v proračun države ter s tem manj denarnih sredstev, ki so osnova za delovanje države in financiranje javnih storitev. V sodobnem svetu je nemogoče odpraviti davčne utaje, lahko pa se jih z različnimi ukrepi omeji in odkrije. V Sloveniji opravlja dejavnost pobiranja davkov Finančna uprava Republike Slovenije (FURS). FURS skrbí za učinkovito pobiranje davkov in odkrivanje davčnih utaj s svojimi nadzornimi aktivnostmi, ki se pričnejo s kontrolo prejetih davčnih obračunov, z vsebinsko kontrolo prejetih dokumentov, inšpekcijskimi nadzori, finančnimi preiskavami in aktivnostmi mobilnih oddelkov. V teoretičnem delu prispevka najprej opredelimo osnovne pojme, ki so povezani z davčno utajo, katere vrste davčnih utaj poznamo in vzroke za davčne utaje. V empiričnem delu prispevka bomo predstavili podatke o utaji davkov v Sloveniji ter z analizo pridobljenih podatkov proučili nadzorne aktivnosti FURS-a.

Ključne besede: davki, davčna utaja, finančna uprava, nadzor

Tax Evasion

Taxes are a financial burden for taxpayers, both individuals and legal entities, which are the main source of revenue for the state budget. More and more taxpayers try to avoid paying taxes and thus commit tax evasion. All countries face tax evasion. The result is a lower income of funds for the state budget and thus less funds, which are the basis for the functioning of the state and the financing of public services. In the modern world, it is impossible to eliminate tax evasion, but it can be limited and detected through various measures. In Slovenia, the Financial Administration of the Republic of Slovenia (FURS) is responsible for tax collection. FURS ensures effective tax collection and detection of tax evasion through its supervisory activities, which begin with the control of received tax returns, content control of received documents, inspections, financial investigations and the activity of mobile departments. In the theoretical part of the paper, we first define the basic concepts of tax evasion, the known types of tax evasion and the causes of tax evasion. In the empirical part of the paper we will present data on tax evasion in Slovenia and analyse the supervisory activities of FURS by analysing the obtained data.

Keywords: taxes, tax evasion, financial administration, control

Stroškovna učinkovitost trgovskih podjetij v Srbiji

Za doseganje ciljnega dobička je potrebno čim bolj učinkovito obvladovati stroške in prihodke od prodaje. S tem v mislih se prispevek osredotoča na posebnosti obvladovanja operativnih stroškov v trgovini s posebnim poudarkom na Srbiji. Po Super CCR-I in CCR-O nobeno od opazovanih trgovskih podjetij v Srbiji ni stroškovno učinkovito. Nasprotno pa je po Super BCC-I učinkovito samo eno trgovsko podjetje v Srbiji. Po Super BCC-O je šest podjetij v Srbiji učinkovitih. Za izboljšanje učinkovitosti obvladovanja operativnih stroškov, pa tudi celotnega poslovanja, je v srbski trgovini potrebno z uporabo sodobnih konceptov obvladovanja stroškov (na primer obračun stroškov po dejavnostih) in novih poslovnih modelov, (ekološki proizvodi ipd.), učinkoviteje obvladovati input (realna stopnja rasti bruto domačega proizvoda, število zaposlenih, sredstva, kapital, plače zaposlenih, nabavno vrednost prodanega blaga in stroške poslovanja) ter outpute elemente (prodaja, marža in čisti dobiček).

Ključne besede: učinkovitost, stroški, dobiček, srbska trgovina, determinante

Cost Efficiency of Trading Companies in Serbia

In order to achieve the targeted profit, it is necessary to manage costs and sales revenues as efficiently as possible. With this in mind, this paper focuses on the specifics of operating cost management in the retail sector with special reference to Serbia. According to Super CCR-I and CCR-O, none of the observed trading companies in Serbia is cost-efficient. In contrast, according to Super BCC-I, only one trading company in Serbia is efficient. According to Super BCC-O, six companies in Serbia are efficient. In order to improve the efficiency of operational cost management as well as the overall business, it is necessary in Serbian trade to manage more efficiently both input elements (real growth rate of gross domestic product, number of employees, assets, capital, employees' salaries, purchase value of goods sold and operating costs) and output (sales, margin and net profit) by applying modern concepts of cost management (e.g. cost accounting by activities) and new business models (e.g. organic products).

Keywords: efficiency, costs, profit, Serbian trade, determinants

Menedžment in komercializacija intelektualne lastnine

Raziskave in inovacije so gonilo ekonomskega in trajnostnega razvoja družbe. Tako javni kot zasebni sektor potrebujejo sistemski pristop in profesionalne mehanizme za učinkovit prenos znanja in snovanja dodane vrednosti. Znanje se pretvarja v storitve in neopredmetena sredstva. Prav investicije v neopredmetena sredstva pa v globalnem svetu prinašajo največjo dodano vrednost. Menedžment je odgovoren, da identificira, meri in vrednoti potenciale znanja, zato da se »človeški kapitalk spremeni v know how, ki je neopredmeteno sredstvo. Neopredmetena sredstva funkcirajo dejansko in pravno: de facto in de iure. A samo del neopredmetenih sredstev postane intelektualna lastnina in samo del je v računovodstvu evidentiran kot neopredmeteno premoženje. Vse navedeno velja tudi za zdravstvo. Na področju zdravja ne obravnavamo le potreb in stroškov: obstaja velik potencial, ki lahko začene potreba raziskovanja in inovacije. Zdravje ni le vrednota in pravica, v okolju EU je zdravje postal koncept. Priporočene so politike in ukrepi, vendar pa je na državi članici, da sprejme strategijo razvoja in potrebljno konceptualizacijo. Za učinkovito ukrepanje so v podporo tudi novi ukrepi EU, kot so Misije – za področje zdravja Misija rak. Prispevek pojasni koncept delovanja v okviru Evropske unije, skupnega prostora zdravja, raziskovanja in izobraževanja, zakonodajni in okvir politik ukrepanja v borbi proti raku. Na EU razpise se ne gleda kot na priložnost za financiranje razvoja in inovativnosti. Menedžment znanja ima v Sloveniji še možnosti izboljšav.

Ključne besede: intelektualna lastnina, menedžment, dodana vrednost, zdravje in misija rak,

Management and Commercialisation of Intellectual Property

Research and innovation (R&I) is an engine for business and sustainable development. The public and private sectors need a systemic approach and professional mechanisms for efficient knowledge transfer that adds value. Knowledge must be delivered in the form of services and intangible assets. However, in the global world, investment in intangibles adds the most value. Management is responsible for identifying, measuring and valuing knowledge potential, as this “human capital” can be carried forward in the form of know-how, which is an intangible asset. Intangible assets can function both de iure and de facto. Only part of intangibles are registered as intellectual property, and only a part are recognised as intangible assets in accounting. In health care, there are not only needs and costs, but also huge potential for R&I. In addition to technological innovations, there are also social innovations to be realised. “Health” is not only a value and a civil right: in the EU environment, it has become a concept. EU policies and measures are recommended, however it is the decision of member countries on sustainable development and the necessary conceptualisation. Since the EU was not successful enough to add value as other leading global economies were, missions were introduced as new tools. The paper presents the EU health concept, the policy and legal framework and the opportunities for the European health, research, innovation and education sectors. EU calls for proposals are not seen as an opportunity to finance R&I. The conclusion is that knowledge management can still be improved.

Keywords: intellectual property, management, added value, health and cancer mission

Vpliv umetno inteligenčnih klepetalnikov na vsakdanje življenje in šolski sistem

Razvoj umetne inteligence je hiter in vsaj splošni populaciji se zdi, da je z novimi umetno inteligenčnimi klepetalniki prišlo do preloma v razvoju umetne intelligence. Generativni jezikovni klepetalniki začenjajo avtomatizirati ustvarjalna dela, za katera smo še nedavno mislili, da jih programi ne zmorejo. Popularnost, ki jo je dosegel generativni jezikovni klepetalnik ChatGPT, lahko smatramo kot znanilko nove paradigm v iskanju informacij po spletu. Število uporabnikov je v dveh mesecih naraslo na več kot 100 milijonov in take rasti do sedaj še ni dosegel noben program. V prispevku s pomočjo deskriptivne metode, metode kompilacije in induktivne metode identificiramo vplive generativnih jezikovnih klepetalnikov na vsakdanje življenje. V šolskem sistemu smo domače in seminarne naloge do sedaj uporabljali za prikaz refleksije naučenega. To se sedaj drastično spreminja. Zato v posebnem poglavju pregledamo vplive generativnih jezikovnih klepetalnikov na šolski sistem. V prispevku zberemo tudi predloge, kako naj se šolski sistem prilagodi na novo tehnologijo.

Ključne besede: umetno inteligenčni klepetalniki, ChatGPT, vpliv klepetalnikov na šolski sistem, seminarne naloge

The Impact of AI Chatbots on Everyday Life and the School System

The development of artificial intelligence is progressing rapidly, and, at least for the general population, the new artificial intelligence chatbots seem to represent a breakthrough in the development of artificial intelligence. Generative language chatbots are beginning to automate creative work that until recently we thought programmes could not do. The popularity of the generative language chatbot ChatGPT can be seen as a harbinger of a new paradigm for information retrieval on the Internet. The number of users has grown to over 100 million in two months, a growth rate unmatched by any other programme. In this paper, we use descriptive, compilatory, and inductive methods to determine the impact of generative language chatbots on daily life. In the school system, homework and seminar assignments have traditionally served to reflect on what has been learned. This is now changing drastically. Therefore, in a separate chapter, we examine the impact of generative language chatbots on the school system. In the paper, we also collect suggestions on how the school system should adapt to the new technology.

Keywords: artificial intelligence chatbots, ChatGPT, impact of chatbots on the school system, seminar papers

Inovacije kao ključna determinanta globalnog ekonomskog razvoja

Ekomska stvarnost je poslednjih godina jasno pokazala svu svoju dinamičnost i nepredvidivost. Karakteristike nacionalnih ekonomija poput složenosti, dinamičnosti, a pogotovo stohastičnosti postaju sve eksplicitnije. Krizne situacije postaju realnost koja se podrazumeva, pa strategije i politike koje će implementirati strateške ciljeve moraju biti sve fleksibilnije. Ono što je pokazala teorija, ali i praksa poslednjih godina, jeste to da se suština svih razvojnih promena u novim okolnostima ogleda u inovativnosti. Još je Šumpeter govorio o tome da ekonomski razvoj donosi kvalitativne promene koje su ključne, a one su podstaknute inovacijama u različitim istorijskim razdobljima. Ulaganja u inovacije i stvaranje novog, inovativnog ambijenta, predstavlja neophodni preduслов za ostvarivanje održivog privrednog rasta i povećanje zaposlenosti. Zemlje koje ostvaruju najbrži ekonomski rast, prednjače u pretvaranju ideja u proizvod ili uslugu, odnosno u kreiranju »kreativne destrukcije«. Makroekonomski posmatrano, inovativne ekonomije su produktivnije, otpomije, adaptibilnije na promene i sposobnije da podrže viši životni standard. Država bi trebalo da igra ključnu ulogu u stvaranju valjanog okruženja koje pogoduje stvaranju inovacija.

Ključne riječi: inovacije, ekonomski razvoj, globalizacija

Innovation as a Key Determinant of Global Economic Development

In recent years, the economic reality has clearly shown all its dynamism and unpredictability. The characteristics of national economies such as complexity, dynamism, and, above all, stochasticity are becoming increasingly evident. Crisis situations are becoming a self-evident reality, so that strategies and measures for implementing strategic goals must be increasingly flexible. What theory, but also practice, has shown in recent years is that the essence of all developmental changes under new circumstances is expressed in innovations. Schumpeter spoke about the fact that economic development brings qualitative changes that are crucial and also stimulated by innovations in different historical periods. Investing in innovation and creating a new, innovative environment is a necessary prerequisite for sustainable economic growth and increasing employment. The countries with the fastest economic growth are leaders in turning ideas into a product or service, i.e., in creating “creative destruction”. From a macroeconomic point of view, innovative economies are more productive, resilient and adaptable to change, and they are more likely to enable higher living standards. Government should play a key role in creating a valid environment conducive to the creation of innovation.

Keywords: innovations, economic development, globalisation

Organizacijsko uglaševanje v zdravstvu

Glavni cilj prispevka je opredelitev pojmov organizacijsko uglaševanje, onboarding ter razjasnitve dileme, ali je to isto kot organizacijska socializacija ter kako so ti pojmi povezani med seboj. Novo zaposlenega delavca je potrebno seznaniti z organizacijo, njenimi napisanimi in nenapisanimi pravili. Seznaniti ga je treba s socialnim okoljem, ki ga sestavljajo nadrejeni, podrejeni, neposredni sodelavci in drugi, s katerimi bo med delom prihajal v stik. Spoznati mora fizično delovno okolje oziroma prostore in opremo, ki jo bo imel na voljo. V zadnjih letih se za ta proces vse bolj uporablja termin organizacijsko uglaševanje. V teoretičnem delu je bila uporabljena deskriptivna metoda dela, ki je temeljila na proučevanju domače in tuje literature s področja organizacijskega uglaševanja in onboardinga. V empiričnem delu pa je bilo v vzorec vključenih 34 zaposlenih v zdravstvenih organizacijah, ki so odgovorili na anonimni anketni vprašalnik. Namen raziskave je bil ugotoviti, ali so zdravstveni delavci seznanjeni s termini organizacijsko uglaševanje, onboarding ali organizacijska socializacija in v kolikšni meri se to izvaja po zdravstvenih ustanovah.

Ključne besede: organizacijsko uglaševanje, organizacijska socializacija, zdravstvo, zdravstveni delavci

Onboarding in Healthcare

The main objective of the paper is to define the terms organisational tuning, onboarding and to clarify the dilemma of whether this is the same as organisational socialisation and how these terms are related to each other. The newly hired employee must be familiarised in detail with the organisation, its written and unwritten rules. He/She must be introduced to the social environment, which consists of superiors, subordinates, direct colleagues and others with whom he/she will come into contact during work. He/She must be introduced to the physical work environment, or the premises and equipment that will be available to him/her. In recent years, the term onboarding has been increasingly used to describe this process. In the theoretical part, a descriptive work method was used, based on the study of domestic and foreign literature in the field of organisational tuning and onboarding. In the empirical work, the sample included 55 new employees in healthcare organisations who answered an anonymous questionnaire. The aim of the research was to determine whether healthcare professionals are aware of the terms onboarding or organisational socialisation and how they are implemented in healthcare institutions.

Keywords: onboarding, organisational socialisation, health care, healthcare workers

Utjecaj sustava povratne naknade na miješani komunalni otpad

U industrijaliziranim zemljama, odbačena otpadna ambalaža zauzima veliki udio u komunalnom miješanom otpadu, osobito ako se promatra volumni udio. Ambalažni otpad često završi u miješanom komunalnom otpadu, a prema procjeni Agencije za zaštitu okoliša procijenjeni sastav miješanog komunalnog otpada u Republici Hrvatskoj sastoji se od metala, drveta, tekstila/odjeće, papira i kartona, stakla, plastike, gume, kože/kosti, kuhinjskog otpada, vrtnog otpada i ostalog otpada (pelene, zemlja, prašina, pjesak, nedefinirano). Zbog široke rasprostranjenosti ambalaže i velikog broja korisnika, glavni je izvor onečišćenja okoliša, posebno kroz bacanje smeća. Svraha rada je ukazati na utjecaj sustava povratne naknade na smanjenje količine ambalažnog otpada u miješanom komunalnom otpadu. Cilj rada je statističkom analizom sekundarnih podataka o količini miješanog komunalnog otpada, ambalažnog otpada stavljenog na tržiste i sakupljenog ambalažnog otpada ukazati na utjecaj sustava povratne naknade na miješani komunalni otpad. Rezultati će prikazati da se u miješanom komunalnom otpadu pojavljuju statistički značajne razlike u količinskom udjelu plastičnog, metalnog i staklenog ambalažnog otpada.

Ključne besede: sustav povratne naknade, miješani komunalni otpad, kružno gospodarstvo, zaštita okoliša, recikliranje

The Impact of Deposit Refund System on Mixed Municipal Waste

In developed countries, discarded packaging waste makes up the majority of mixed municipal waste, especially when volume fraction is considered. Packaging waste often ends up in mixed municipal waste and according to the Environmental Protection Agency, the estimated composition of mixed municipal waste in the Republic of Croatia consists of metal, wood, textiles/clothing, paper and cardboard, glass, plastic, rubber, skin/bones, kitchen waste, garden waste and other waste (diapers, soil, dust, sand, undefined). Due to the wide distribution of packaging and the large number of users, they are the main source of environmental pollution, especially littering. The aim of this paper is to show the influence of the refund system on the reduction of the amount of packaging waste in the mixed municipal waste. The aim of the work is to show the impact of the refund system on mixed municipal waste through a statistical analysis of secondary data on the amount of mixed municipal waste, packaging waste placed on the market and packaging waste collected. The results show that there are statistically significant differences in the quantitative share of plastic, metal and glass packaging waste in mixed municipal waste.

Keywords: deposit refund system, municipal waste, circular economy, environmental protection, recycling

Mobing na delovnem mestu v zdravstvenem okolju

Mobing v Sloveniji opredeljujemo kot trpinčenje in psihološko nasilje na delovnem mestu. Mobing je vsako sistematično, dolgotrajno, neetično, nehumano, negativno, žaljivo verbalno ali neverbalno dejanje na delovnem mestu, ki ga povzroči dejanje ene ali več oseb. Ta dejanja se ponavljajo in se pojavljajo na vseh nivojih hierarhije na delovnem mestu. Vzrok za mobing je veliko, najpogostejši so neprimerna organizacija dela, nejasne pristojnosti, neprimerno vodenje, prevelika količina dela in premalo zaposlenih. Zaradi močnih čustev, kot so strah, zavist in ljubosumje, pride do nasilja na delovnem mestu. Posledice so za posameznika različne in vključujejo vse od izgube motivacije in zmanjšane samozavesti pri opravljanju dela pa vse do stresa, hkrati pa lahko pride tudi do poškodbe telesnega in duševnega zdravja. Namenski članka je vpogled v pojmom in pojavnost mobinga ter vpogled anketirancev in njihovega mnenja o problematiki mobinga na delovnem mestu v zdravstvenem okolju.

Ključne besede: mobing, delovno okolje, zdravstvo

Workplace Mobbing in a Healthcare Environment

Mobbing is defined in Slovenia as torture, psychological violence in the workplace. Mobbing is a systematic, prolonged, unethical, inhumane, negative, offensive verbal or non-verbal act in the workplace caused by one or more persons. These acts are repeated and occur at all levels of the workplace hierarchy. There are many reasons for mobbing, but the most common are inappropriate work organisation, unclear responsibilities, inappropriate management, too much work, too few employees. Due to strong emotions such as fear, envy and jealousy, violence occurs in the workplace. The consequences vary greatly for individuals, ranging from loss of motivation and diminished pride in work to stress and simultaneously damage to physical and mental health. The aim of this paper is to gain insight into the concept and occurrence of workplace mobbing in the healthcare setting. It also aims to show the insight of the respondents and their opinion on workplace mobbing in health care.

Keywords: mobbing, work place, health care

Doprinos medija u smanjenju mogućih šteta u vrijeme velikih kriza

Mediji u BiH su u 21. vijeku neadekvatno pratili četiri velika globalna događaja: ekonomsku krizu u prvoj dekadi tekućeg vijeka, pandemiju koronavirusa, rat u Ukrajini i, svakako, katastrofalni zemljotres u Turskoj i Siriji. Iz svake krize smo kao BiH društvo izlazili sve podijeljeniji i nespremni za izazove, umjesto da smo učili iz tuđih i vlastitih iskustava. Kriza kadrova i uticaj politika na nejedinstveni pogled na globalna događanja prouzrokovali su postojeće stanje u privredi, finansijama i sveukopnoj zajednici. U posmatranom i analiziranom toku globalnih događaja u prvim decenijama 21. vijeka, naše dosadašnje istraživanje je pokazalo tu skalu gradacije praćenja događaja, medijske prisutnosti, uticaja politika i stanja u privredi i finansijama koje postoje u upravo proporcionalnoj korelaciji i da međusobni odnosi uključuju jedne druge. Svekako možemo i trebamo, je i naša odgovornost, da bi se iz tih analiza izvukle pouke za neke buduće moguće događaje.

Ključne riječi: kriza, mediji, ekonomija i privreda, pandemija, profit, validna informacija, politika i vlast

The Media's Contribution to reducing Potential Damage in Times of Major Crisis

In the 21st century, the media in Bosnia and Herzegovina have inadequately followed four major global events: the economic crisis in the first decade of this century, the coronavirus pandemic, the war in Ukraine, and, of course, the catastrophic earthquake in Turkey and Syria. As a society in Bosnia and Herzegovina, we have emerged from each crisis increasingly divided and unprepared, rather than learning from the experiences of others and our own. The personnel crisis and the influence of politics on the inconsistent view of global events have caused the current situation in the economy, finances and society as a whole. In the observed and analysed flow of global events in the first decades of the 21st century, our research has so far shown that the extent of gradation of event observation, media coverage, influence of politics and conditions in the economy and finance exist in exactly proportional correlation, and that the mutual relationships include each other. Of course, we can and should, it is also our responsibility, draw lessons from these analyses for possible future events.

Keywords: crisis, media, economy and business, pandemic, profit, valid information, politics and government

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Zaposleni i njihova uloga u sprovođenju organizacionih promena u zdravstvu

U ovom radu biće predstavljena uloga zaposlenih u sprovođenju promena u funkcionisanju zdravstvenog sektora u Srbiji. Zdravstvena zaštita u Srbiji je organizovana na primarnom, sekundarnom i tercijarnom nivou. Primarna zaštita je pružanje pomoći ljudima u ambulantama u mestima gde žive, rade i borave od lekara opšte prakse, sekundarna zdravstvena zaštita podrazumeva pružanje pomoći od strane lekara specijalista, dok se tercijarna bazira na pomoći kompleksnijim grupama bolesnika sa teškim i retkim bolestima koje nalažu složene pretrage i terapijske zahvate. Analizom relevantnih podataka i stanja u zdravstvenim ustanovama došlo se do zaključaka da su problemi zdravstvenog sektora u Srbiji neravnometerna zdravstvena zaštita širom Srbije, nedovoljno kvalitetna zdravstvena usluga, korupcija, zastarele tehnologije u pružanju medicinskih usluga, nedovoljna transparentnost poslova javnih nabavki i finansiranja, nezavisno funkcionisanje regulatornih tela i sl. Cilj rada je da pokaže ulogu zaposlenih u organizacionim promenama u zdravstvu. Neophodno je stvoriti ambijent i bolje uslove za pružanje zdravstvene zaštite, formirati kvalitetne timove sa porodičnim lekarima, potrebno je formirati timove na lokalnom nivou, uvesti nove tehnologije kako bi se podigao kvalitet medicinske zaštite i dr.

Ključne reči: zdravstvena zaštita, zdravstveni sistem, zaposleni u zdravstvu, organizacija poslova

Employees and their Role in Implementing Organisational Changes in Healthcare

This paper presents the role of employees in the implementation of changes in the functioning of the health sector in Serbia. Health care in Serbia is organised at the primary, secondary and tertiary levels. Primary health care is care provided to people in clinics at their places of residence, work and stay by general practitioners, secondary is care provided by specialists and tertiary is care provided to more complex groups of patients with serious and rare diseases that require complex tests and therapeutic interventions. The analysis of relevant data and the situation in healthcare institutions led to the conclusion that the problems of the healthcare sector in Serbia are inconsistent healthcare provision throughout Serbia, insufficient quality healthcare services, corruption, outdated technologies in the provision of medical services, insufficient transparency of public procurement and financing, independent functioning of the regulatory body etc. The aim of this paper is to show the role of employees in organisational changes in healthcare. It is necessary to create an environment and better conditions for health care, it is necessary to form teams at the local level, to introduce new technologies to increase the quality of medical care protection etc.

Keywords: health care, healthcare system, healthcare employees, work organisation

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Etični izzivi splošne populacije do darovanja kostnega mozga

Darovanje kostnega mozga oziroma krvotvornih matičnih celic lahko pomaga pri zdravljenju pacientov s krvnimi rakavimi obolenji. Namen raziskave je ugotoviti, katere etične dileme se pojavljajo pri darovanju kostnega mozga. Uporabili smo kvantitativno metodo raziskovanja in deskriptivno metodo dela. Anketni vprašalnik je vseboval 19 vprašanj zaprtega tipa. Raziskovalni vzorec je zajemal 100 oseb splošne populacije. Vprašanja so se nanašala na stališča anketirancev do darovanja kostnega mozga. V raziskavi so sodelovale osebe različne starosti, spola, spolne usmerjenosti, izobrazbe in verske pripadnosti. Z raziskavo smo ugotovili, da je še vedno precej anketirancev slabo informiranih (28 %) ali pa sploh ni informiranih (25 %) o darovanju kostnega mozga, kar posledično vpliva na nizek odstotek darovanja. Največ anketiranih bi se za darovanje kostnega mozga odločilo v primeru, če bi zbolel nekdo od njihovih bližnjih. Humanost in etična primernost se je največjemu odstotku anketirancev zdela glavni razlog za darovanje kostnega mozga. Anketiranci so najbolj skeptični do darovanja kostnega mozga osebam s kriminalno preteklostjo. Ob boljši informiranosti bi se lahko baza darovalcev kostnega mozga povečala in s tem omogočila hitrejšo pomoč osebam, ki le-to potrebujejo. Nedvomno bi bilo potrebno povečati informiranost splošne populacije o darovanju kostnega mozga.

Ključne besede: darovanje, kostni možeg, etične dileme, transplantacija

Ethical Challenges of the General Population in Bone Marrow Donation

Donation of bone marrow or hematopoietic stem cells can help treat patients with blood cancer. The aim of this study was to determine what ethical dilemmas arise in bone marrow donation. We used a quantitative research method and a descriptive work method. The questionnaire contained 19 closed-ended questions. The research sample consisted of 100 people from the general population. The questions were related to the respondents' attitudes toward bone marrow donation. People of different age, gender, sexual orientation, education, and religious affiliation participated in the survey. The survey revealed that many of the respondents are still poorly informed (28%) or not informed at all (25%) about bone marrow donation, which consequently affects the low percentage of donations. The majority of respondents would choose to donate bone marrow if someone close to them became ill. Humanitarianism and ethical suitability seem to be the main reasons for bone marrow donation for the majority of respondents. However, respondents are most skeptical of bone marrow donation for people with a criminal history. With better information, the number of bone marrow donors could increase, helping people who need help more quickly. Undoubtedly, it would be necessary to raise public awareness about bone marrow donation and to treat all people who need help with equality and empathy.

Keywords: donation, bone marrow, ethical dilemmas, transplantation

Uporaba skupnih gradnikov za čezmejno elektronsko izmenjavo podatkov

Uporaba rešitev elektronskega poslovanja prinaša številne koristi tako sami upravi kot tudi državljanom in podjetjem. V prvem delu članka predstavimo gradnike za elektronsko izmenjavo podatkov, ki so informacijske rešitve, razvite z namenom, da se podatki, ki že obstajajo v javnih evidencah, lahko enostavno in hitro izmenjajo in uporabijo pri izvedbi različnih postopkov. S tem so državljeni in javni uslužbenci razbremenjeni pridobivanja podatkov preko navadne ali elektronske pošte, podatki so kakovostni, večinoma na voljo takoj v aplikacijah in portalih, kjer se postopki izvajajo. V drugem delu članka osvetlimo izzive, pred katere so danes postavljene javne uprave evropskih držav pri implementaciji uredbe (EU) 2018/1724 o vzpostavitvi enotnega digitalnega portala za zagotavljanje dostopa do informacij, do postopkov ter do storitev znotraj celotne Evropske unije. Uredba javnim upravam namreč nalaga, da svoje sisteme nadgradijo tako, da bodo omogočali izmenjavo podatkov, potrebnih za izvedbo čezmejnih storitev. V članku predstavimo tudi arhitekturni model sistema izmenjave, ki obsega centralni evropski sistem ter lokalne, z njim povezane, sisteme.

Ključne besede: elektronsko poslovanje v javni upravi, gradniki za elektronsko izmenjavo podatkov, uredba (EU) 2018/1724, enotni digitalni portal, arhitekturni model

Use of Common Building Blocks for Cross-Border Electronic Data Exchange

The use of electronic business solutions brings many benefits to the administration itself, as well as to citizens and companies. In the first part of the article we present building blocks for electronic data exchange. These are information solutions developed with the aim that data already available in public records can be easily and quickly exchanged and used in the various procedures. This relieves citizens and civil servants of the need to obtain data via mail or e-mail, the data is of high quality and is usually immediately available in the applications and portals where the procedures are carried out. In the second part of the article, we highlight the challenges that public administrations in European countries face today in implementing Regulation (EU) 2018/1724 on the establishment of a single digital gateway to provide access to information, procedures and services across the European Union. The regulation requires public administrations to upgrade their systems to enable the exchange of data necessary for the implementation of various cross-border services. The article also presents the architectural model of the exchange system, which includes the central European system and the local systems connected to it.

Keywords: electronic business in public administration, building blocks for electronic data exchange, Regulation (EU) 2018/1724, single digital gateway, architecture model

Uloga kreativnog turizma u održivom lokalnom razvoju

Kreativni turizam se posljednjih desetljeća razvija kao jedan od značajnijih oblika kulturnog turizma, a definira se kao turizam u kome se omogućuje turistu razvijanje vlastitog kreativnog potencijala. Destinacijski menadžment i drugi dionici omogućuju razvoj i rast kreativne ponude temeljene na lokalnim vrijednostima. U postpandemiskom turističkom razvoju i globalizaciji kreativni turizam se javlja kao alternativa masovnom kulturnom turizmu. Stoga se u radu želi istražiti utjecaj kreativnog turizma na lokalni razvoj (povećanje dohotka, zaposlenosti) tj. kolika je njegov razvoj utječe na osobitosti destinacija, očuvanje njenih prirodnih i društvenih vrijednosti te kvalitetu života lokalnog stanovništva. Posebno će se istražiti ruralna područja Hrvatske koja imaju potencijal da kreativnim turizmom omoguće održivi lokalni razvoj. U radu će se istražiti i mogućnost razvoja kreativnog turizma na kulturnim rutama.

Ključne besede: kreativni turizam, lokalni razvoj, turistička destinacija, kulturne rute

The Role of Creative Tourism in Sustainable Local Development

Creative tourism has emerged in recent decades as one of the most important forms of cultural tourism and is defined as tourism where tourists have the opportunity to develop their own creative potential. Destination management and other stakeholders enable the development and growth of a creative offering based on local values. In the post-pandemic tourism development and globalisation, creative tourism appears as an alternative to mass cultural tourism. Therefore, the aim of this paper is to examine the impact of creative tourism on local development (increase in income, employment), i.e. to what extent its development affects the characteristics of the destination, the preservation of its natural and social values and the quality of life of the local population. Special attention will be paid to the rural areas of Croatia, which have the potential to provide sustainable local development through creative tourism. In addition, the possibility of developing creative tourism on cultural routes is examined.

Keywords: creative tourism, local development, tourist destination, cultural routes

Poznavanje temeljnih postopkov oživljanja pri osnovnošolcih

Nenadni srčni zastoj predstavlja 20 % celotne smrtnosti v razvitih državah. Ključni dejavnik, ki omogoči preživetje, je čimprejšnje izvajanje kakovostnih temeljnih postopkov oživljanja (TPO). Namen raziskave je ovrednotiti vpliv zdravstvenovzgojne delavnice na teoretično znanje osnovnošolcev o TPO in uporabi AED. Raziskava je temeljila na kvantitativnem raziskovalnem pristopu. Za raziskovalni instrument smo uporabili anketni vprašalnik, ki so ga v fizični obliki reševali osnovnošolci v sklopu počitnikovanja v Taboru Mojca. Anketni vprašalnik so rešili pred in po izvedbi dvourne zdravstvenovzgojne delavnice o TPO in uporabe AED, ki sta jo izvedli medicinski sestri iz Zdravstveno vzgojnega centra Zdravstvenega doma Novo mesto. Anketirani so po izvedeni zdravstvenovzgojni delavnici pokazali višji nivo pridobljenega znanja kot pred delavnico, kar kaže na to, da je izvajanje tovrstnih delavnic/izobraževanj lahko učinkovito. S poučevanjem otrok lahko zajamemo velik del populacije in jih že zgodaj seznamimo z osnovami TPO in uporabe AED, ki bi jih moral poznati prav vsak. To znanje bi povečalo možnost preživetja oseb s srčnim zastojem zunaj bolnišnice.

Ključne besede: oživljanje, avtomatski zunanji defibrilator, znanje, otroci

Knowledge of Basic Life Support among Schoolchildren

In developed countries, sudden cardiac arrest accounts for 20% of all deaths. The key factor for survival is high-quality cardiopulmonary resuscitation (CPR) as soon as possible. The aim of this work is to evaluate the impact of health education workshop on primary school pupils' theoretical knowledge of CPR and the use of AEDs. The research was based on a quantitative research approach. We used a questionnaire that primary school pupils completed as part of the activities during their holiday at Camp Mojca. The questions were answered before and after the two-hour health education workshop on CPR and the use of AED, conducted by nurses from the Health Education Centre of the Novo mesto Health Centre. Compared to the results before the health education workshop, pupils gained a lot of new knowledge during the workshop and their knowledge level improved after the workshop. This shows that conducting such workshops/training can be extremely effective. Therefore, we should start teaching even young children the basics of CPR and how to use AEDs, which everyone else should know as well, in order to reach a large part of the population. This knowledge would increase the chances of survival of people with sudden cardiac arrest outside the hospital.

Keywords: resuscitation, automated external defibrillator, knowledge, children

Kakovost obravnave pacientov v skupnostni psihiatrični obravnavi

Kakovost obravnave pacientov v skupnostni psihiatrični obravnavi je odvisna od številnih dejavnikov. Izveden je bil sistematičen pregled literature. Zbiranje podatkov je potekalo s pomočjo podatkovnih baz PUBmed, American Psychological Association in Google Scholar. Iskanje je potekalo s ključnimi besedami: kakovost obravnave, skupnostna psihiatrična obravnava, vpliv dejavnikov na kakovost. Sinteza in tematske analize so bile izvedene pri 10 člankih. Rezultati so pokazali, da na kakovost obravnave pacientov v skupnostni psihiatrični obravnavi vplivajo številni dejavniki, kot so: podpora družine, socialnoekonomski dejavniki, čas trajanja obravnave, izgorelost zdravstvenih delavcev ter dojemanje kakovosti obravnave s strani zdravstvenih delavcev in pacientov. Ugotovitve kažejo, da podpora družine pacienta, ustrezna usposobljenost zdravstvenega osebja in organizacijska kultura pozitivno vplivajo na kakovost obravnave. Negativni dejavniki, ki vplivajo na kakovost obravnave pa so izgorelost zdravstvenih delavcev ter slabi socialnoekonomski dejavniki.

Ključne besede: kakovost obravnave, skupnostna psihiatrična obravnava, vpliv dejavnikov na kakovost

Quality of Care for Patients in Community Psychiatric Treatment

The quality of care for patients in community psychiatric treatment depends on a number of factors. A systematic literature review was conducted. Data was collected using the PUBmed, American Psychological Association and Google Scholar databases. The search was conducted using the following keywords: quality of care, community psychiatric treatment, influence of factors on quality. Synthesis and thematic analyses were performed on 10 articles. The results showed that a number of factors influence the quality of care of patients in community psychiatric treatment, such as: family support, socioeconomic factors, duration of treatment, burnout of health professionals, and perception of quality of care by health professionals and patients. The findings show that patient support from their families, adequate training of healthcare staff and organisational culture have a positive impact on quality of care. Negative factors affecting quality of care include health worker burnout and poor socio-economic factors.

Keywords: quality of care, community psychiatric treatment, impact of factors on quality

Psycho-Social Consequences of Urinary Incontinence

The aim of the study was to present the psycho-social consequences of incontinence in women. The study included 275 women aged 30 to 65 years. The study was conducted using the following tools: King's Health Questionnaire (KHQ) and a questionnaire developed by the authors of the study. The study shows that the disease has a negative effect on evaluation of the assessment of the quality of life of women. Symptoms of stress urinary incontinence had a significant impact on the surveyed women's sense of emotional well-being, social activity and professional activity $p = 0.01$; $p = 0.005$; $p = 0.009$, respectively. Nearly one in three women (28.7%) felt a significant psychological burden due to the symptoms of the disease. The results show that a significant proportion of them do not discuss the problem with their partner (16.4%). For more than half of the respondents, incontinence had a great (33.8%) or very great (37.1%) impact on their well-being. The occurrence of urinary incontinence affects women's quality of life, especially their psychological well-being and interpersonal contacts.

Keywords: urinary incontinence, psychological state, social aspect

Psihosocialne posledice urinske inkontinence

Namen študije je predstaviti psihosocialne posledice urinske inkontinence pri ženskah. V študijo je bilo vključenih 275 žensk, starih od 30 do 65 let. Študija je bila izvedena z uporabo naslednjih orodij: Kingov vprašalnik o zdravju (King's Health Questionnaire - KHQ) in vprašalnik, ki so ga razvili avtorji študije. Študija je pokazala, da bolezen negativno vpliva na ocenjevanje kakovosti življenja žensk. Simptomi stresne urinske inkontinence so pomembno vplivali na občutenje čustvenega počutja, socialne aktivnosti in poklicne aktivnosti anketiranih žensk – $p = 0,01$; $p = 0,005$; $p = 0,009$. Skoraj tretjina žensk (28,7 %) je čutila precejšnjo psihično obremenitev zaradi velikega duševnega nelagodja, povezanega s simptomimi bolezniških znakov. Rezultati so razkrili, da se jih precejšen delež o tej težavi ne pogovarja s partnerjem (16,4 %). Po mnenju več kot polovice anketirancev ima inkontinenca velik (33,8 %) ali zelo velik (37,1 %) vpliv na njihovo počutje. Pojav urinske inkontinence vpliva na kakovost življenja žensk, zlasti na njihovo psihično počutje, duševno stanje in medosebne stike.

Ključne besede: urinska inkontinenca, psihološko stanje, socialni vidik

Multilingualism Within the Framework of Education 4.0

Education 4.0 has become an everyday reality. After Covid-19 pandemics, educational settings that integrate information and communication technologies (ICTs) to develop didactic, pedagogical, and technological processes that improve operational processes through new learning and teaching methods and provide innovative solutions to current and future challenges in society have grown rapidly. Three categories of competencies provide the framework for acquiring the skills, dispositions, and mindsets necessary for success in the workplace and in 21st century society: learning skills, i.e., creativity and innovation, critical thinking, problem-solving, communication, and collaboration; literacy skills, i.e., information literacy, media literacy; and ICT literacy, and life skills, i.e., flexibility and adaptability, initiative and self-direction, social and intercultural skills, productivity and accountability, and leadership and responsibility. A survey of 246 engineering students at the Faculty of Technical Sciences, University of Novi Sad, was conducted to investigate the students' level of competences according to the integral educational framework model. The results show moderate to high satisfaction with their competences for entering future professional life, with life competences, especially initiative and self-direction. Some pedagogical implications are also mentioned.

Keywords: education 4.0, survey, learning skills, literacy skills, life skills

Večjezičnost v okviru izobraževanja 4.0

Izobraževanje 4.0 je postalo vsakdanja resničnost. Po pandemiji Covid-19 so se hitro razvila izobraževalna okolja, ki vključujejo informacijske in komunikacijske tehnologije (IKT) za razvoj didaktičnih, pedagoških in tehnoloških procesov, ki z novimi metodami učenja in poučevanja izboljšujejo operativne procese ter zagotavljajo inovativne rešitve za sedanje in prihodnje izzive v družbi, in so se močno okreplila. Tri kategorije kompetenc zagotavljajo okvir za pridobivanje spremnosti, veščin, dispozicij in miselnosti, potrebnih za uspeh na delovnem mestu in v družbi 21. stoletja: učne spremnosti, tj. ustvarjalnost in inovativnost, kritično mišljenje, reševanje problemov, komunikacija in sodelovanje, pismenost, tj. informacijska pismenost, medijska pismenost in IKT pismenost, ter življenjske spremnosti, tj. prilagodljivost in prožnost, iniciativnost in samousmerjanje, socialne in medkulturne veščine, produktivnost in odgovornost ter vodenje in odgovornost. Na Fakulteti za tehnične vede Univerze v Novem Sadu je bila izvedena raziskava, v katero je bilo vključenih 246 študentov tehnike, da bi raziskali raven kompetenc študentov glede na model integralnega izobraževalnega okvira. Rezultati kažejo zmero do visoko zadovoljstvo z njihovimi kompetencami za vstop v prihodnje poklicno življenje, delovno silo, vendar zmero zadovoljstvo glede kompetenc za življenje, zlasti glede samoiniciativnosti in samousmerjanja. Omenjene so tudi nekatere pedagoške implikacije.

Ključne besede: izobraževanje 4.0, raziskava, učne spremnosti, pismenost, življenjske spremnosti

Zdravstvena obravnava usmerjena na pacienta

Na pacienta osredotočena obravnava predstavlja holistični pristop, ki obravnava pacienta kot individuum. Predstavlja ključni pristop za kakovostno zdravstveno obravnavo. V središče obravnave postavlja pacienta z vsemi svojimi potrebami, vrednotami in pričakovanji. Cilj raziskave je bil ugotoviti oceno pomembnosti posameznih ravnanj pri obravnavi pacienta po možganski kapi, usmerjeni na pacienta. Vzorec je vključeval 208 zdravstvenih delavcev, ki obravnavajo paciente po možganski kapi. Rezultati raziskave so pokazali, da sta pri obravnavi, usmerjeni na pacienta najbolj pomembna aktivno poslušanje in pogovor s pacientom za razumevanje njegovih zdravstvenih in drugih potreb ($\bar{x} = 4,7$, $SD = 0,5$), največje strinjanje pa je bilo s trditvijo »Pri opravljanju svojega dela mi je pacient najpomembnejšik« ($\bar{x} = 4,5$, $SD = 0,6$). Rezultati analize variance so pokazali, da ni bilo statistično značilno pomembnih razlik v obravnavi usmerjeni na pacienta po možganski kapi med zdravniki, medicinskimi sestrami, fizioterapeuti, logoterapeuti, delovnimi terapeuti in socialnimi delavci. Na pacienta usmerjena zdravstvena obravnava predstavlja pomemben element kakovostnega zdravstvenega varstva pacienta po možganski kapi, ki vključuje tudi prepričanja pacienta in njegovih ožijh svojcev, za ta pristop pa je potrebno kontinuirano izobraževanje vseh, ki sodelujejo pri obravnavi takega pacienta.

Ključne besede: zdravstvena obravnava, pacient, usmerjenost k pacientu, možganska kap

Patient-Centered Medical Treatment

Patient-centered care is a holistic approach that treats the patient as an individual. It represents a key approach to quality health care. It places the patient, with all his/her needs, values and expectations, at the center of treatment. The aim of the research was to determine the assessment of the importance of individualised measures in the treatment of a patient after a stroke, which are focused on the patient. The sample included 208 health professionals treating stroke patients. The results of the research showed that active listening and talking with the patient to understand their medical and other needs were most important in patient-centred treatment ($\bar{x} = 4.7$, $SD = 0.5$), and the highest level of agreement was for the statement “When doing my job, the patient is the most important thing to me” ($\bar{x} = 4.5$, $SD = 0.6$). The results of the analysis of variance showed that there were no statistically significant differences in patient-centered care after stroke among physicians, nurses, physical therapists, speech therapists, occupational therapists, and social workers. Patient-centred medical care is an important element of quality health care for a patient after stroke that also incorporates the beliefs of the patient and his/her close relatives, and this approach requires continuous education of all involved in the treatment of such a patient.

Keywords: medical treatment, patient, patient orientation, stroke

Vodenje zaposlenih v zdravstveni negi

Vodenje je čustveno-kreativen proces usmerjanja in vplivanja na zaposlene s posredovanjem vizije, prepričevanjem, motiviranjem, komuniciranjem in navdušenjem za doseganje ciljev organizacije, v kateri bodo zaposleni uresničevali lastne cilje. Samo vodenje pomeni, da je vodja sposoben usmerjati, spodbujati in vplivati na zaposlene in jih usmerjati k želenim ciljem. Namen raziskave je ugotoviti, kako si zaposleni predstavljajo vodenje vodij v zdravstveni negi. Uporabili smo kvantitativno metodo raziskovanja in deskriptivno metodo dela. Med 80 anketiranimi medicinskim sestrami ugotavljamo, da zaposleni v zdravstveni negi pri vodji najbolj cenijo sodelovanje z zaposlenimi in pripravljenost na sprejemanje odgovornosti, hkrati pa rezultati kažejo, da bi lahko vodstvo zaposlene bolje motiviralo z višjo plačo, možnostjo napredovanja, z zaposlovanjem dodatnega kadra, z boljšimi pogoji dela, urejenostjo umikov dela in izkazovanjem spoštovanja. Na podlagi rezultatov je bilo tudi ugotovljeno, da vodje v zdravstveni negi zaposlene demotivirajo z mobingom, z autoritativenim vodenjem, z ustrahovanjem, z dodatnim nalaganjem dela, z nekonstruktivno kritiko ter slabo organizacijo dela. Dokler bodo zaposleni v zdravstveni negi še naprej izpostavljeni omenjene negativne lastnosti vodij, pomeni da nas čaka še veliko izboljševanja na področju vodenja v zdravstveni negi.

Ključne besede: vodenje, zdravstvena nega, vodja, vodenje v zdravstveni negi

Management of Healthcare Employees

Leadership is an emotional and creative process of guiding and influencing employees through their vision, persuasion, motivation, communication and enthusiasm to achieve the organisation's goals, in which employees will realize their own goals. Leadership itself means that the leader is able to guide, encourage and influence employees and direct them towards the desired goals. The aim of this research is to find out how employees envision leadership in nursing. We used the quantitative research method and descriptive work method. Among the 80 nurses surveyed, we found out that what nurses value most in leaders is their cooperation with staff and their willingness to take responsibility. At the same time, the results show that managers could do a better job of motivating their staff by paying them a higher salary, offering the opportunity for promotion, hiring additional staff, creating better working conditions, improving work schedules and showing more respect for their staff. In addition, based on the results of the study, nursing managers were found to demotivate their staff through mobbing, authoritative leadership, intimidation, extra workload, unconstructive criticism and poor work organisation. As long as nursing employees continue to expose such negative characteristics of managers, this means that there is still much to improve in the field of nursing leadership.

Keywords: leadership, nursing, leader, leadership in nursing

Presoja vplivov na okolje v Sloveniji

Pri pripravi planov, načrtov, programov in posegov v okolje že v njihovi začetni fazi priprave izvajamo postopke, s katerimi ugotavljamo njihov vpliv na okolje. Imenujemo jih okolske presoje, ki imajo vlogo upravljanja z okoljem. Na ta način si prizadevamo za sprejemljivost razvojnih rešitev z vidika varstva okolja. Presoja vplivov na okolje je okolska presoja, ki jo izvedemo pred tistimi posegi, ki lahko pomembno vplivajo na okolje, na primer pred pridobitvijo gradbenega dovoljenja. Presoja vplivov na okolje služi kot podlaga za izdajo (ali zavrnitev) okoljevarstvenega dovoljenja. Direktiva o presoji vplivov na okolje (Direktiva 2014/52/EU) določa smernice in postopkovne obveznosti za presojo vplivov javnih in zasebnih projektov na okolje. Nanaša se na projekte, ki bodo s svojim izvajanjem imeli verjetno pomemben vpliv na okolje. Zato je za njih potrebno pridobiti soglasje za izvedbo, pred izdajo slednjega pa presojati njihove vplive na okolje. Cilj raziskave je predstaviti trenutno prakso presoje vplivov na okolje na območju Slovenije glede na prakso Evropske unije. Metodologija raziskovanja je pregled znanstvene in strokovne literature. Zaključek poudarja težave in rešitve v postopku presoje vplivov na okolje v Sloveniji glede na prakse Evropske unije.

Ključne besede: upravljanje z okoljem, varstvo okolja, presoja vplivov na okolje, Slovenija, Evropska unija

Environmental Impact Assessment in Slovenia

When preparing plans, programmes and interventions in the environment, we carry out procedures already in the first preparatory phase to determine their impact on the environment. We call them environmental impact assessments, which play an important role in environmental management. In this way, we strive to ensure that development solutions are also acceptable from the point of view of environmental protection. An environmental impact assessment is an assessment that is carried out before interventions that can have a significant impact on the environment are approved for construction. The environmental impact assessment serves as the basis for issuing (or refusing) an environmental permit. The environmental impact assessment directive (Directive 2014/52/EU) sets out guidelines and procedural requirements for assessing the environmental impact of public and private projects. It refers to projects that are likely to have a significant impact on the environment as a result of their implementation. Therefore, a permit must be obtained for their implementation, and before it is issued, their environmental impact must be assessed. The aim of the research is to present the current practice of environmental impact assessment in the areas of Slovenia in comparison with the practice in the European Union. The research methodology is a review of scientific and professional literature. The conclusion highlights the problems and solutions in environmental impact assessment.

Keywords: environmental management, environmental protection, environmental impact assessment, Slovenia, European Union

Proces zaposlovanja kadrov v zdravstvu, pridobivanje in izbiranje

Kadri – človeški viri v najboljših organizacijah že dolgo niso več samo strošek, ampak nenadomestljivo sredstvo, ki mora biti vodeno premišljeno in učinkovito za zagotavljanje konkurenčne prednosti. V slovenskih bolnišnicah se srečujemo s kritičnim pomanjkanjem medicinskih sester in zdravstvenikov. Z uvedbo novih tehnologij so potrebna nova znanja in večine, drugačni pogoji dela, višja izobrazba, drugačni načini vodenja, nove metode pridobivanja kadrov, več poudarka na medosebnih odnosih, motivaciji, zadovoljstvu, ipd. Cilj raziskave je bil ugotoviti, kakšne so bile izkušnje zdravstvenih delavcev ter v kolikšni meri je delodajalec upošteval priporočila in zakonske podlage glede privabljanja in izbire kandidatov na novo delovno mesto. Vprašalnik je bil posredovan v obliki spletnne ankete. Sodelovanje v raziskavi je bilo prostovoljno, vzorec ni bil reprezentativen. Med drugim je bilo ugotovljeno, da oglasi za novo delovno mesto niso dovolj atraktivni, kandidati ne dobijo dovolj ustreznih informacij, hkrati pa so primorani dati podatke glede načrtovanja družine, kar je zakonsko nedopustno. Rezultati raziskave dajejo vpogled v problem privabljanja kandidatov v zdravstvu.

Ključne besede: kader, pridobivanje kadra, selekcija, zaposlitveni oglas, načrtovanje družine

The Process of Recruitment in Healthcare, Collection and Selection

Personnel – human resources are no longer just a cost factor in the best organisations, but an irreplaceable asset that must be managed thoughtfully and effectively to ensure a competitive advantage. There is a critical shortage of nurses and doctors in Slovenian hospitals. With the introduction of new technologies, new knowledge and skills, different working conditions, higher education, different management methods and new methods of staff recruitment, more emphasis needs to be placed on interpersonal relationships, motivation, satisfaction, etc. The aim of the research was to find out the experiences of healthcare workers and whether the employer follows the recommendations and legal bases regarding the recruitment and selection of candidates for a new position. The questionnaire was provided in the form of an online survey. Participation in the survey was voluntary and the sample was not representative. Among other things, it was found that the advertisements for the new position are not attractive enough, applicants do not receive enough relevant information, and at the same time are forced to provide information on family planning, which is illegal. The results of the research provide insight into the problem of recruiting applicants in the healthcare sector.

Keywords: personnel, recruitment, selection, job advertisement, family planning

Premoščanje vrzeli: raziskovanje medkulturne komunikacije v globalnem poslovanju

Medkulturna komunikacija postaja vse pomembnejša v globalnem poslovanju, kjer je sposobnost razumevanja in obvladovanja zapletenosti medkulturnih razlik ključnega pomena in lahko pomeni razliko med uspehom in neuspehom. Cilj prispevka je zagotoviti pregled pomena medkulturnega komuniciranja v globalnem poslovanju in preučiti nekatere ključne izzive medkulturnega komuniciranja, vključno z jezikovnimi ovirami, kultumimi vrednotami in različnimi slogi komuniciranja. S pomočjo podatkov z okrogle mize in metode intervjuja želimo orisati izzive, s katerimi se srečujemo pri medkulturnem komuniciranju, ter potrebo, da posamezniki in organizacije razvijajo večine medkulturnega komuniciranja, da bi te izzive premagali. Ključne ugotovitve kažejo, da sodelovalni in proaktivni pristop k medkulturni komunikaciji posameznikom zagotavlja večje možnosti za mreženje, širjenje obzorij in osebni razvoj, podjetja pa lahko okrepijo svoje odnose s strankami in partnerji po vsem svetu. Ugotovitve kažejo na potrebo po nadaljnjih raziskavah in dialogu o medkulturni komunikaciji v globalnem svetu. Glavna omejitev raziskave je subjektivizacija predvidene kvalitativne metodologije.

Ključne besede: medkulturna komunikacija, globalizacija, medkulturne razlike

Bridging the Gap: Exploring Intercultural Communication in Global Business

Intercultural communication is becoming increasingly important in global business, where the ability to understand and navigate the complexities of intercultural differences is crucial and can make a difference between success and failure. The paper aims to provide an overview of the importance of intercultural communication in global business and explore some of the key challenges of intercultural communication, including language barriers, cultural values and different communication styles. Using data from the round table and interview, the challenges of intercultural communication and the need for individuals and organisations to develop intercultural communication skills to overcome these challenges will be presented. Key findings indicate that a collaborative and proactive approach to intercultural communication provides individuals with greater opportunities for networking, horizon-broadening and personal development, while managers can strengthen their relationships with clients and partners around the world. The findings indicate the need for continued research and dialogue on intercultural communication in the global world. The main limitation of the research is the subjectivity of the qualitative methodology provided.

Keywords: intercultural communication, globalisation, intercultural differences

Kakovost in varnost pri obravnavi nevrokirurškega pacienta

Kakovostna zdravstvena oskrba je uspešna, varna, učinkovita, pravočasna, enaka za vse in osredotočena na pacienta. Varna zdravstvena oskrba je, kadar preprečuje nastanek škode pacientu iz vidika zdravljenja. Najpogosteji nevrološki problem pri pacientih s poškodbo/okvaro glave je kognitivna okvara, katero je opaziti pri 50–80 % pacientih. Gre za okvare kot so izguba spomina, zmožnost obdelave manj informacij, zmanjšana pozornost in osebnostne spremembe. Uporabljena je bila deskriptivna metoda s sistematičnim pregledom slovenske in tuje literature. V Sloveniji imamo smernice za obravnavo poškodovancev z blago in zmemo poškodbo glave, v UKC Ljubljana na kliničnem oddelku za nevrokirurgijo imajo oblikovanih 8 kliničnih poti, ki omogočajo racionalnejšo obravnavo, pretočnost pacientov ter interdisciplinaren pristop in skladnost obravnave pacientov s smernicami. V Združenih državah Amerike so pričeli s programom »Program klinične kakovosti: izboljšanje kakovosti, varnosti in učinkovitosti. Nevrokirurški pacienti so zaradi okvarjenih motoričnih funkcij in kognitivnih sprememb zahtevni pacienti, kar se tiče zagotavljanja kakovostne in varne zdravstvene nege, zato so smernice za ukrepanje, klinične poti, zagotavljanje multidisciplinarnega tima in raziskovanje izboljšanja kakovosti in varnosti ključnega pomena.

Ključne besede: kakovostna zdravstvena nega, varna zdravstvena nega, nevrokirurški patient

Quality and Safety in the Treatment of the Neurosurgical Patient

Quality health care is successful, safe, efficient, timely, equitable and patient-centered. Safe health care is when it prevents harm to the patient from a treatment standpoint. The most common neurological problem in patients with head injury/impairment is cognitive impairment, seen in 50–80% of patients. These include impairments such as memory loss, ability to process less information, decreased attention and personality changes. A descriptive method was used with a systematic review of Slovenian and foreign literature. In Slovenia, there are guidelines for the treatment of patients with mild and moderate head injuries. At UKC Ljubljana, eight clinical pathways have been created in the Clinical Department of Neurosurgery, allowing for more streamlined treatment, better patient flow, an interdisciplinary approach and adherence to guidelines in patient care. The United States of America launched the Clinical Quality Program: Improving Quality, Safety, and Efficiency. Due to impaired motor function and cognitive changes, neurosurgical patients present challenges to quality and safety of care, making action guidelines, clinical pathways, provision of a multidisciplinary team and research critical to improving quality and safety.

Keywords: quality of health care, safe health care, neurosurgical patients

Vpliv vodenja na zavzetost zaposlenih v zdravstvu

Zaposleni so največji kapital vsake organizacije. Le pravilno vodenji zaposleni lahko s svojimi sposobnostmi pripomorejo k večji konkurenčnosti organizacije. Zavzetost zaposlenih pomeni združitev predanosti, pripadnosti in produktivnosti. Na delovno zavzetost vplivajo različni dejavniki, vendar se osredotočamo predvsem na vodenje, vodjo, saj iz lastnih izkušenj vidimo, da je vodja tisti, ki ima največji vpliv, da zaposleni za organizacijo naredijo nekaj več. Vodenje je kompleksen proces, ki ga ni možno razložiti z enim opisanim načinom vodenja. Dober menedžer na področju zdravstva mora imeti poleg dobre usposobljenosti za vodenje in strokovnih znanj tudi znanja, ki omogočajo razumevanje vedenja posameznikov in skupin v organizaciji. Ker se je potrebno v zdravstvu nenehno prilagajati okolju in spremembam v njem, se od vodij pričakuje poznavanje sodobnih pristopov, metod in tehnik vodenja. Dober vodja v zdravstvu deluje v okviru ciljev politike timskega dela, pri tem upošteva vrednote organizacije, interes, želje ljudi ter poudarja odgovornost in povezovanje med sodelavci. Na osnovi rezultatov raziskave in teoretičnih spoznanj obstaja povezanost med vodjo, ki je mentor svojim zaposlenim in zavzetostjo zaposlenih. Vodja mora poznati želje in potrebe vsakega posameznika, da mu lahko pomaga doseči zastavljene cilje. Dokazano je, da najvplivnejšo vlogo pri zavzetosti zaposlenih v organizacijah igra prav vodja. Dober vodja je ključ do razvijanja in vzdrževanja zavzetosti zaposlenih.

Ključne besede: vodenje, stili vodenja, zavzetost zaposlenih, zdravstvo

The Impact of Leadership on Employees Engagement in Healthcare

Employees are the greatest treasure of any organisation. Only good leadership can contribute to greater organisational competitiveness. Employee engagement is a combination of dedication, affiliation and productivity. Employee engagement is influenced by a number of factors, but we focus primarily on management and know from our own experience that the leader has the greatest impact on employees' willingness to give more to the organisation. Leadership is a convoluted process that cannot be explained with a single description. A good healthcare manager must have good management and professional skills, including knowledge that enables him/her to understand the behaviour in the organisation. Because health care requires constant adaptation to the environment and its changes, managers are expected to be knowledgeable about modern approaches, methods and management techniques. A good healthcare leader works within the goals of the teamwork policy, considers the values, interests and desires of the organisation and emphasizes accountability and connection among colleagues. Based on research results and theoretical findings, there is a connection between the leader being a mentor to employees and employee engagement. The leader must know the wants and needs of each individual to help them achieve their goals. It is proven that the leader plays the most influential role in employee engagement in organisations.

Keywords: leadership, leadership styles, employee engagement, health care

Prekomerna telesna teža in debelost kot dejavnik tveganja za pojav kroničnih bolezni

Dolgoletno nezdravo prehranjevanje, opravljanje pretežno sedečega dela in pomanjkanje telesne aktivnosti vodi v mnoge zdravstvene težave. Prekomerna telesna teža in debelost predstavlja velik zdravstveni problem današnjega časa. Nenalezljive kronične bolezni so vzrok kar 41. milijonom smrti letno, kar predstavlja 74 % vseh smrti na svetu. V zadnjih dveh desetletjih je možno zaznati močan porast debelosti med otroki, mladostniki in odraslimi. Opaziti je povezavo z debelostjo v otroštvu in mladostništvu s prekomerno telesno težo in debelostjo v odrasli dobi. Preventiva debelosti se začne že pred rojstvom posameznika. Poudarjena je pomembnost izvajanja telesne aktivnosti ter izogibanje sedečemu življenjskemu slogu. Pomembna vloga zdravstvenih delavcev je poučevanje posameznikov s prekomerno telesno težo o zdravem načinu prehranjevanja in zdravem hujšanju. Najboljši način preventive raka in zmanjšanja obolenosti, umrljivosti ter dodatnih stroškov zdravljenja sladkome bolezni je vzdrževanje zdrave telesne teže. S pregledom literature smo skušali preučiti pojav prekomernega prehranjevanja in debelosti v dobi otroštva, mladostništva in odrasli dobi in kako debelost vpliva na pojav različnih kroničnih obolenj.

Ključne besede: debelost, dejavnik tveganja, kronične bolezni, sladkoma bolezen, rak

Overweight and Obesity as a Risk Factor for Chronic Diseases

Long-term unhealthy diet, predominantly sedentary work and lack of physical activity lead to many health problems. Overweight and obesity are major health problems today. Non-communicable chronic diseases are the cause of up to 41 million deaths per year, which represents 74% of all deaths worldwide. Over the past two decades, there has been a sharp increase in obesity among children, adolescents and adults. A link can be established between childhood and adolescent obesity and overweight and obesity in adulthood. Prevention of obesity begins before an individual is born. The importance of being physically active and avoiding a sedentary lifestyle is emphasized. An important role for health professionals is to educate overweight individuals about healthy eating and healthy weight loss. A healthy body weight is the best way to prevent cancer and reduce morbidity, mortality and additional costs of treating diabetes. Through a literature review, we sought to examine the phenomenon of overeating and obesity in childhood, adolescence and adulthood and to determine how obesity affects the incidence of various chronic diseases.

Keywords: obesity, risk factor, chronic disease, diabetes, cancer

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Izazovi upravljanja promjenama u zdravstvenoj skrb usmjerenoj na pacijenta

Održivost i kvaliteta funkcioniranja zdravstvenih sustava važan su pokazatelj sveopće kvalitete života stanovništa. Zdravstvena skrb usmjerena na pacijenta zahtijeva korištenje novih tehnologija i visok stupanj digitalizacije podataka i procesa. Stoga je ključno uvesti promjene u zdravstveni sustav, a menadžment mora preuzeti aktivnu ulogu u procesu digitalizacije imajući u vidu izazove kao što su pravilna procjena trenutne situacije, potrebe koje zahtijeva proces promjena, uključivanje stručnjaka, edukacija zdravstvenog osoblja i jasni strateški ciljevi uz analizu planiranih aktivnosti. Timski rad, motivacija osoblja i jasna komunikacija preduvjeti su za učinkovito upravljanje promjenama i uspješnost projekta, a takav pristup osigurava sustavno praćenje i upravljanje promjenama te umanjuje rizike. U konačnici, digitalizacija potpomognuta naprednim tehnologijama pruža personaliziranu zdravstvenu skrb i pridonosi boljem upravljanju zdravstvenim resursima i. e. bolje ishode liječenja.

Ključne riječi: zdravstveni sustav, zdravstvena skrb usmjerena na pacijenta, digitalizacija zdravstva, upravljanje promjenama

Challenges of Change Management in a Patient-Centered Healthcare System

The sustainability and quality of health systems functioning are important indicators of the overall quality of life of the population. Patient-centered health care requires new technologies and a high degree of digitalisation of processes and data. Therefore, it is crucial to introduce changes in the healthcare system and management must take an active role in the digitalisation process, taking into account challenges such as a proper assessment of the current situation, the needs required for the change process, the involvement of experts, the education of healthcare staff and clear strategic objectives along with an analysis of the planned activities. Teamwork, staff motivation and clear communication are prerequisites for effective change management and project success and such an approach ensures systematic monitoring and management of change and mitigates the risks. Ultimately, with the help of advanced technologies, digitalisation enables personalised health care and contributes to better management of healthcare resources and thus better treatment outcomes.

Keywords: healthcare system, patient-centered health care, digitalisation of health care, change management

Visok krvni tlak v povezavi z življenjskim slogom

Visok krvni tlak ali hipertenzija je opredeljen kot trajno povišan tlak nad 140/90 mm/Hg. Je glavni dejavnik tveganja za možgansko kap, srčno popuščanje, miokardni infarkt ter smrt. Velikokrat je visok krvni tlak prisoten skupaj s sladkorno boleznjijo in hiperlipidemijo, kar še dodatno oteži in poslabša zdravstveno stanje in kakovost življenja pacienta. Izveden je bil pregled literature, s pomočjo katerega so bili opisani in ugotovljeni najpogosteji dejavniki tveganja za visok krvni tlak ter ukrepi za zniževanje krvnega tlaka. V končno analizo je bilo vključenih 10 člankov, rezultati pa so bili prikazani s PRIZMA diagramom. Ugotovitve so pokazale, da slabe življenske navade, kot so kajenje, hitro pripravljena nezdrava hrana, telesna neaktivnost in stres vplivajo na vrednost krvnega tlaka. Za zmanjševanje krvnega tlaka je poleg zdravnika pomembna vključitev medicinske sestre, ki usmerja in izobražuje paciente. Poleg doslednega jemanja zdravil je pomembno tudi redno merjenje krvnega tlaka ter sprememba samega življenskega sloga.

Ključne besede: hipertenzija, hipertenzija in življenjski slog, hipertenzija in debelost, hipertenzija in stres, hipertenzija in kajenje

High Blood Pressure in Relation to Lifestyle

High blood pressure or hypertension is defined as permanently elevated blood pressure above 140/90 mm/Hg. High blood pressure is a major risk factor for stroke, heart failure, myocardial heart attack and death. It often occurs together with diabetes and hyperlipidemia, which in turn affects patients health status and quality of life. A literature search was conducted, which was used to describe and present the most common risk factors for high blood pressure and measures to reduce it. 10 articles were included in the final analysis and the results were presented with a PRIZMA diagram. Poor lifestyle habits such as smoking, quickly prepared unhealthy food and physical inactivity were found to influence measured blood pressure levels. It is important that both physicians and nurses are involved in the treatment process as they guide and educate patients to lower blood pressure. In addition, consistent medication use, regular measurements of blood pressure and lifestyle changes are important.

Keywords: hypertension, hypertension lifestyle, hypertension and obesity, hypertension and stress, hypertension and smoking

Turistični boni in trženje storitev v času epidemije covida-19

V letu 2020 ste se tako Slovenija kakor ves svet znašla, najprej, v hudi zdravstveni stiski, malo z zamikom, pa tudi v hudi gospodarski krizi. Vse sile v državi so bile usmerjene v začito zdravja ljudi in omejevanje prenosa virusa SARS-CoV-2, v nadaljevanju covid-19. V Sloveniji so bile za zajezitev epidemije covida-19 sprejete drastične omejitve, kar je vključevalo zapiranje celotne države. Znotraj države so se zapirali lokalni, restavracije in trgovine, ki nimajo blaga potrebnega, za preživetje ljudi in živali. Ustavilo se je tudi družbeno življenje, turizem je bil popolnoma omejen, zaprte so bile turistične destinacije, kar pa je močno vplivalo na sam turizem v Sloveniji. Da bi omilili nastalo situacijo, se je vlada odločila, da državljanom Slovenije podari turistične bone, ki so jih posamezniki unovčili na turističnih destinacijah v Sloveniji. S tem je vlada spodbudila državljanje, da dopustujejo v domačem okolju in pripomogla, da se turizem v Sloveniji postavi na noge in ponovno na polno zaživi. V prispevku smo proučili, kako so turistični boni vplivali na dejavnost turizma v Sloveniji, kje je bilo porabljenih največ bonov, kakšna je bila njihova vrednost, kakšne destinacije in nastanitve so Slovenci najraje izbirali. Skozi analizo podatkov smo ugotovili, da so turistični boni pozitivno vplivali na oživitev turizma v Sloveniji.

Ključne besede: trženje, turizem, turistični boni, epidemija, covid-19

Tourist Vouchers and Marketing of Services during the Covid-19 Epidemic

In 2020, both Slovenia and the whole world were first in a severe health crisis and, with some delay, also in a severe economic crisis. All forces in the country were focused on protecting people's health and limiting the transmission of the SARS-CoV-2 virus, hereafter referred to as Covid-19. In Slovenia, drastic measures were taken to contain the Covid-19 epidemic, which included closing down the entire country. Within the country, bars, restaurants, and shops that did not carry goods necessary for the survival of humans and animals were closed. Social life also came to a standstill, tourism was completely restricted, tourist destinations were closed, which had a strong impact on tourism in Slovenia itself. To alleviate the situation, our country decided to issue travel vouchers to Slovenian citizens, which they could redeem at tourist destinations in Slovenia. By doing so, the state encouraged citizens to vacation in their homeland, thus helping Slovenia's tourism to get back on its feet and revive. In the paper, we examined how tourist vouchers influenced tourism activity in Slovenia, where most vouchers were used, what their value was and which destinations and accommodations Slovenians preferred. The data analysis showed that tourist vouchers have a positive impact on the revival of tourism in Slovenia.

Keywords: marketing, tourism, tourist vouchers, epidemic, Covid-19

Prednosti in slabosti virtualnega dela

Proučevanje prednosti in slabosti virtualnega dela je aktualna tema, saj se zaposleni posamezniki z njim vse pogosteje srečujejo. Delo na daljavo postaja vse bolj priljubljena in uveljavljena oblika dela, v vseh sektorjih, kjer je to omogočeno. Za današnji hiter razvoj sveta je naraščanje dela na daljavo razumljivo in pričakovano. V dobi digitalizacije in dobro podprte informacijske tehnologije je metoda med uporabniki vse bolj priljubljena. Tudi računalniška pismenost je bistveno razvitejša kot v preteklosti. Delo na daljavo ima svojo zgodovino in zakonsko podlagu. Sami odzivi na uporabo virtualnega dela so različni. Nekateri ga povsem sprejemajo, drugim predstavlja velik stres. Za kakovostno opravljeno virtualno delo je potrebno poznati in delovati v skladu s potrebnimi kompetencami. Slediti hitro razvijajočemu se znanju in se izobraževati, saj to dokazano zmanjšuje stres pri delu v domačem okolju. Prispevek prikazuje kje uporabniki metode dela od doma vidijo največ prednosti in kje največ slabosti.

Ključne besede: delo od doma, delo na daljavo, virtualno delo

Advantages and Disadvantages of Remote Work

Examining the advantages and disadvantages of remote work is a current topic, as professionals are increasingly exposed to it. Remote work is becoming an increasingly popular and established form of work, in all fields where it is possible. With the rapid development of the world today, the increase in working from home is understandable and expected. In the age of digitalisation and well-supported information technology, this method is becoming increasingly popular among users. Computer literacy is also much more developed than in the past. Remote work has its own history, as well as its legal basis. Reactions to the use of remote work vary. Some people fully accept it, while for others it is a great burden. For quality remote work, it is necessary to know the required skills and act accordingly. It is necessary to keep up with the rapidly evolving knowledge, to educate oneself, as this has been shown to evaluate the stress of working in the home environment. The paper points out where users of the remote working method see the most advantages and where the most disadvantages.

Keywords: remote work, teleworking, mobile working

Študij računalništva v Sloveniji in na Irskem: primerjalna študija

Hiro širjenje informacijskih in komunikacijskih tehnologij v gospodarskem, političnem in družbenem življenju je po vsem svetu povzročilo vse večje povpraševanje po računalniških strokovnjakih. Vendar pa je kljub hitremu povečanju števila izvajalcev študijskih programov računalništva in povečevanju števila diplomantov računalništva malo znanega o značilnostih kakovostnega izobraževanja. Namen te raziskave je bil primerjati značilnosti študija računalništva v Sloveniji in na Irskem, da bi opozorili na razlike v izobraževanju. V študiji primera študijskega programa računalništva iz Slovenije in Irske je bil uporabljen kvalitativni raziskovalni pristop. Izveden je bil pregled nekaterih pisnih virov, 6 polstrukturiranih intervjujev s študenti in visokošolskimi učitelji in osebna refleksija. Primerjanih je bilo pet ključnih področij: predmetnik in učni načrti, teoretično in praktično izobraževanje/usposabljanje, načini dela visokošolskih učiteljev, vloga študentov in študentsko življenje. Ugotovljene so bile večje razlike na vseh petih izbranih področjih. Študij po proučevanem študijskem programu v Sloveniji da široko teoretično znanje, manj pa je uporabnih praktičnih veščin za dejansko delo, na Irskem pa je poudarek na praktičnih veščinah. Poseben izziv na obeh fakultetah je slediti hitremu tehnološkemu napredku.

Ključne besede: študij računalništva, kakovost izobraževanja, kompetence diplomantov računalništva, Erasmus izmenjava

Studying Computer Science in Slovenia and Ireland: a Comparative Study

The rapid spread of information and communication technologies in economic, political, and social life has led to an increasing demand for computer professionals worldwide. However, despite the rapid growth in the number of computer science degree providers and the increase in the number of computer science graduates, little is known about the characteristics of high-quality education. The aim of this research was to compare the characteristics of computer science education in Slovenia and Ireland in order to draw attention to the differences in education. A qualitative research approach was used for the case study of a computer science degree programme in Slovenia and Ireland. A number of written sources were reviewed, 6 semi-structured interviews were conducted with students and higher education staff, and personal reflections were made. Five key areas were compared: subject content and curricula, theoretical and practical training, the working methods of higher education staff, the role of students, and student life. Major differences were found in all five selected areas. Studying according to the surveyed study programme in Slovenia provides a broad theoretical knowledge but less useful practical skills for actual work, while in Ireland the emphasis is on practical skills. A particular challenge at both faculties is to keep up with rapid technological progress.

Keywords: study of computer science, quality of education, competences of computer science graduates, Erasmus exchange

Pomen razvoja integriranih kliničnih poti za obravnavo pacientov s kronično ledvično bolezni

Kronična ledvična bolezen je izraz za heterogene motnje, ki vplivajo na strukturo in delovanje ledvic. Pacienti se sočasno soočajo s sladkorno bolezni, hipertenzijo in srčno-žilnimi boleznimi. Za obravnavo pacientov s kronično ledvično bolezni so bile pripravljene klinične smernice, na podlagi katerih so bile oblikovane klinične poti. Te klinične poti je potrebno nadgraditi v integrirane klinične poti. Namen raziskave je bil ugotoviti, kako definirajo in prepoznavajo pomen razvoja integriranih poti za obravnavo pacientov s kronično ledvično bolezni posamezne skupine deležnikov. V študiji primera oddelka splošne bolnišnice je bil uporabljen kvantitativni in kvalitativni raziskovalni pristop. Uporabljeni so podatki iz anketiranja, fokusne skupine in intervjuvanja posameznih skupin deležnikov, pridobljeni v okviru aplikativnega projekta Vpliv integriranih kliničnih poti na izide pacientov, komuniciranje in stroškovno učinkovitost (L7-2631). Ugotovitve so dopolnjene z nestrukturirano analizo in sintezo vsebine izbranih znanstvenih člankov. Integrirane klinične poti so orodje za organizirano obliko pomoči pacientom in njihovim bližnjim, ki obsega zdravstveno in socialno oskrbo. Vključuje stalno spodbudo h kontinuirani obravnavi, dobri koordinaciji, sodelovanju in iskanju rešitev ter k partnerstvu med pacienti in zdravstvenimi (so)delavci – z namenom kakovosti in učinkovitosti zdravstvene obravnave, zadovoljstva in dobrega počutja pacientov in zdravstvenih (so)delavcev.

Ključne besede: kakovost zdravstvene obravnave, integrirana klinična pot

The Importance of developing Integrated Clinical Pathways for the Health care of Patients with Chronic Kidney Disease

Chronic kidney disease is a term used to describe heterogeneous diseases that affect the structure and function of the kidneys. Patients have concomitant diabetes, hypertension, and cardiovascular disease. Clinical guidelines for the management of patients with chronic kidney disease have been established and clinical pathways have been developed based on these guidelines. These clinical pathways need to be further developed into integrated clinical pathways. The objective of this study was to determine how individual stakeholders define and recognise the importance of developing integrated pathways for the management of patients with chronic kidney disease. A quantitative and qualitative research approach was used as part of a case study in a general hospital. Data were used from surveys, focus groups, and interviews with individual stakeholders obtained as part of the Impact of integrated clinical pathways on patient outcomes, communication, and cost-effectiveness (L7-2631) project. The results are supplemented by an unstructured analysis and synthesis of the content of selected scientific articles. Integrated clinical pathways are a tool for an organised form of support for patients and their families that encompasses health and social care. They involve ongoing promotion of continuous care, coordination, cooperation and solution-finding, and partnership between patients and staff - with the aim of quality and efficiency of medical care, satisfaction and well-being of patients and (co-)workers.

Keywords: quality of health care, integrated clinical pathway

Kajenje in pljučni rak

Kajenje je iz leta v leto bolj aktualno in razširjeno po celi svetu. V zadnjih letih se je trend kajenja razšril predvsem med mladimi, še ne polnoletnimi mladostniki. Zdravstvene ustanove, NJIZ in drugi ves čas opozarjajo in ozaveščajo ljudi o škodljivem vplivu kajenja na zdravje tako kadilca samega kot tudi na vse njegove bližnje. Kljub vsem opozorilom in nasvetom pa se le malo kadilcev odloči za opustitev te razvade. Pregled literature dokazuje, da je kritično stanje glede kajenja po vsem svetu ne samo v Evropi oz. Sloveniji. Raziskave, izvedene med kadilci, potrjujejo, da je dolgoletno kajenje glavni dejavnik tveganja za razvoj pljučnega raka. Slednji se po navadi odkrije prepozno, saj v začetku svojega razvoja ne kaže tipičnih znakov oz. simptomov, značilnih za pljučnega raka. V zgodnjih fazah se ga lahko odkrije le s preventivnimi pregledi. Dolgoletni kadilci lahko spregledajo tudi že zelo tipične znake in simptome napredovalnega pljučnega raka, saj se po tolikih letih kajenja kašelj in drugi znaki pojavljo vsakodnevno in so zanje nekaj običajnega.

Ključne besede: kajenje, pljučni rak, zdravstvena vzgoja, promocija zdravja, preventiva

Smoking and Lung Cancer

Every year smoking becomes more topical and is more widespread throughout the world. In recent years, the trend of smoking has become widespread, especially among young people who are not yet of age. Health institutions, NJIZ and others constantly warn and draw attention to the harmful effects of smoking on the health of the smoker himself/herself and those close to him/her. Despite all the warnings and advice, few smokers decide to give up this vice. A look at the literature shows that the situation regarding smoking is critical all over the world, not only in Europe or Slovenia. Studies among smokers confirm that long-term smoking is the main risk factor for the development of lung cancer. The latter is usually discovered too late, since at the beginning of its development it does not show signs or symptoms typical of lung cancer. In its early stages, it can only be detected through screening. Long-term smokers can also miss the very typical signs and symptoms of advanced lung cancer, because after so many years of smoking, coughing and other symptoms occur daily and are normal for them.

Keywords: smoking, lung cancer, health education, health promotion, prevention

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