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Szymon Kozielec

The First-Time Manager Loren B. Belker, Jim McCormick, Gary S. Topchik, 2012-01-30 What's a rookie manager to do? Faced with new responsibilities, and in need of quick, dependable guidance, novice managers can't afford to learn by trial and error. The First-Time Manager is the answer, dispensing the bottom-line wisdom they need to succeed. A true management classic, the book covers essential topics such as hiring and firing, leadership, motivation, managing time, dealing with superiors, and much more. Written in an inviting and accessible style, the revised sixth edition includes new material on increasing employee engagement, encouraging innovation and initiative, helping team members optimize their talents, improving outcomes, and distinguishing oneself as a leader. Packed with immediately usable insight on everything from building a team environment to conducting performance appraisals, The First-Time Manager remains the ultimate guide for anyone starting his or her career in management.

A Prometheus on a Human Scale - Ignacy Łukasiewicz Piotr Franaszek, Paweł Grata, Kozicka-Kolaczowska Anna, Mariusz Ruszel, Grzegorz Zamoyski, 2019 This book is dedicated to the life and work of Ignacy Łukasiewicz, Polish pharmacist whose world-renowned achievements include construction of the world's first oil refinery and invention of the modern kerosene lamp. The authors also portray the history of the Galician oil industry and set it in the context of political, social and technological changes taking place in

the 19th-century Central and Eastern Europe. The work adds substantially to existing scholarship in English. As the author of the only English-language academic monograph devoted to a general history of the Galician oil industry, I can attest that this manuscript adds significant and important information, details, depth of investigation that is not provided in my book or any other book. It therefore makes a novel contribution that will be very valuable to anyone looking for a truly detailed account of Ignacy Lukasiewicz's contribution within the context of the Galician oil industry in general. Alison Frank Johnson Professor of History and of Germanic Languages and Literatures Harvard University, Center for European Studies The authors sketch the profiles of two outstanding Poles, pioneers of the oil industry - Ignacy Lukasiewicz, MSc. in Pharmacy, and mining engineer and geologist Witold Zglenicki, called the Polish Nobel (...) This scientific work is an interesting and captivating read. It can be used not only by scientists and students, but also by everyone who is interested in industrial cultural heritage (...). Krzysztof Broński Professor and Head of Department of Economic and Social History Economic University in Kraków

Pracownicze programy emerytalne jako pozapłacowy instrument wynagradzania Szymon

Kozielec, 2002-12-13 Inhaltsangabe: Abstract:
Zarządzanie jako dziedzina nauki obejmuje szereg koncepcji zarządzania organizacja, które charakteryzują się swoistym podejściem do roli i znaczenia pracownika w realizacji przyjątej w

przedsiębiorstwie strategii. Na przykład w obecnie stosowanej w wielu firmach koncepcji TQM, czyli kompleksowego zarządzania jakością większość założeń dotyczy właśnie pracownika. Każdy kolejny model funkcji personalnej kładł coraz to większy nacisk na potrzeby upodmiotowienia pracownika oraz stworzenia warunków do zaspokajania zróżnicowanych potrzeb osób zatrudnionych. Obecnie to właśnie pracownicy- pojmowani jako najcenniejszy kapitał jaki posiada organizacja- decydują o tym czy uda się jej przetrwać na wymagającym rynku, czy zdoła ona zdobyć oczekiwaną przewagę konkurencyjną. Przy rekrutacji nowego pracownika nie zwraca się uwagi na koszt związany z jego zatrudnieniem w firmie lecz na relacje potencjalnego dochodu, jaki może on wygenerować do kosztu jego zatrudnienia. O tym, jaka nadwyżka on wypracuje decyduje to czy uda się uruchomić i odpowiednio wykorzystać zespół kompetencji jakie każdy pracownik wnosi do organizacji. Spełnienie obydwu warunków jest uzależnione od skuteczności funkcjonującego w każdej organizacji systemu wynagradzania pracowników. To od tego, czy system ten jest wewnętrznie spójny, konkurencyjny, innowacyjny i efektywny zależy skuteczność realizacji podstawowych celów strategii personalnej we współczesnym przedsiębiorstwie: pozyskiwania, stabilizowania oraz motywowania pracowników. Aby je osiągnąć pracodawcy korzystają z różnych środków, w tym z programów emerytalnych Programy emerytalne, a także ściśle związane z nimi fundusze emerytalne są z reguły przedmiotem dyskusji, naukowych opracowań jako składnik systemu zabezpieczenia społecznego, popularna

formuła długookresowego oszczędzania. Rozważany jest także ich wpływ na rozwój rynku kapitałowego. O wiele rzadziej programy emerytalne są wymieniane w kontekście zagadnień z obszaru zarządzania zasobami ludzkimi, choć to właśnie skuteczność w realizacji celów z tego obszaru ma istotny wpływ na realizację pozostałych celów jakie się przed nimi stawia. Pracodawca, który jest jednym z adresatów programów emerytalnych nigdy nie zdecyduje się na utworzenie programu jeśli nie będzie przekonany, że będzie on pomocny w zatrudnianiu wykwalifikowanych pracowników, ich stabilizowaniu oraz motywowaniu do efektywnej i skutecznej pracy. Dlatego też cele niniejszej pracy jest [...]

Modelowanie strategii kosztowej w zakładzie ubezpieczeń a współczesne uwarunkowania rynku
Magdalena Chmielowiec-Lewczuk, 2018-07-09 Głównym celem pracy jest przedstawienie problematyki związanej z modelowaniem strategii kosztowej w zakładzie ubezpieczeń uwzględniającej współczesne uwarunkowania rynku ubezpieczeniowego. Działania te służą stworzeniu modelu strategii kosztowej, który będzie dostosowany do możliwości i potrzeb zakładu ubezpieczeń oraz do warunków rynkowych. Zaprezentowane w pracy problemy i rozważania na temat ich rozwiązania powinny się przyczynić do poszerzenia zakresu badań naukowych dotyczących finansów zakładów ubezpieczeń, a przedstawiona koncepcja dotycząca modelowania strategii kosztowej w zakładzie ubezpieczeń może posłużyć jako wzorzec w praktyce dla menedżerów zarządzających zakładem ubezpieczeń.

Tables d'intérêts simples et composés à diverses

rates Alexandre Fatio,1778

Tables d'Intérêts simples et composés, à diverses rates, suivies de celles de Mrs de Buffon & Halley sur la mortalité dans les différens âges de la vie, etc Alexandre FATIO,1778

Principles of European Insurance Contract Law (PEICL) Project Group Restatement of European Insurance Contract Law,2009 In this volume, the Project Group Restatement of European Insurance Contract Law presents its Principles of European Insurance Contract Law (PEICL). These principles were submitted to the European Commission as a Draft Common Frame of Reference of European Insurance Contract Law (DCFR Insurance). The volume comprises the PEICL/DCFR Insurance, as well as translations into Czech, Dutch, French, German, Greek, Hungarian, Italian, Polish, Portuguese, and Spanish. It sets out the approach used by the Project Group, how the PEICL/DCFR Insurance relates to the overall DCFR, the participation of the Project Group in the CoPECL (Common Principles of European Contract Law) Network, as well as the general structure and characteristics of the PEICL/DCFR Insurance. The Project Group has also drafted the PEICL/DCFR Insurance as a model for an Optional Instrument of European Insurance Contract Law.

Risk Management in Crisis Piotr Jedynak,Sylvia Bąk,2021-08-19 Risk management is a domain of management which comes to the fore in crisis. This book looks at risk management under crisis conditions in the COVID-19 pandemic context. The book synthesizes existing concepts, strategies, approaches and methods of risk management and

provides the results of empirical research on risk and risk management during the COVID-19 pandemic. The research outcome was based on the authors' study on 42 enterprises of different sizes in various sectors, and these firms have either been negatively affected by COVID-19 or have thrived successfully under the new conditions of conducting business activities. The analysis looks at both the impact of the COVID-19 pandemic on the selected enterprises and the risk management measures these enterprises had taken in response to the emerging global trends. The book puts together key factors which could have determined the enterprises' failures and successes. The final part of the book reflects on how firms can build resilience in challenging times and suggests a model for business resilience. The comparative analysis will provide useful insights into key strategic approaches of risk management. The Open Access version of this book, available at <http://www.taylorfrancis.com/books/oa-mono/10.4324/9781003131366/> has been made available under a Creative Commons Attribution-Non Commercial-No Derivatives 4.0 license.

Language Use and Linguistic Structure Joseph Emonds, Vahram Atayan, Anita Bagi, Benedetta Baldi, Michaela Čakányová, Anna Cardinaletti, Yi-ming Marc Chou, Tamás Csontos, Mojmír Dočekal, Bettina Fetzner, Volker Gast, Giuliana Giusti, Ildikó Hoffmann, Anders Holmberg, Karolina Janacsek, Ester Kárpáti, Marie Krappmann, Chang Liu, Markéta Malá, Janusz Malak, M. Rita Manzini, Mark Newson, Taisuke Nischigauchi, Tomáš Novotný, Ana Ojea, Iveta Šafratová, Leonardo M. Savoia, Denisa

Šebestová, Krisztina Szécsényi, Tibor Szécsényi, István Szendi, Anna Szeteli, Marta Tagliani, Lujza Beatrix Tóth, Guido Vanden Wyngaerd, Qi Wang, Anne Weber, The twenty-three articles in this volume are based on papers and posters presented at the Olomouc Linguistics Colloquium (OLINCO) at Palacký University in the Czech Republic in June 7-9, 2018. This conference welcomed papers that combined analyses of language structure with generalizations about language use. The thematic sections are as follows: Part I. Micro-syntax: The Structure and Interpretation of Verb Phrases; Part II. Micro-syntax: Word-Internal Morphosyntax in Nominal Projections; Part III. Macro-syntax: Structure and Interpretation of Discourse Markers and Projections; Part IV: Empirical Approaches to Contrastive Linguistics and Translation Studies. Články v tomto sborníku vycházejí z příspěvků prezentovaných na konferenci Olomouc Linguistics Colloquium (OLINCO), pořádané Univerzitou Palackého v Olomouci ve dnech 7. 6. - 9. 6. 2018. Jako téma byl zvolen Jazyk jako prostředek a lingvistická struktura, což mělo umožnit prezentaci referátů ze všech současných lingvistických disciplín, pokud se zabývají vědeckým (empirickým, formálním) popisem jazykového systému. Články jsou rozděleny do následujících tematických sekcí: Part I. Micro-syntax: The Structure and Interpretation of Verb Phrases; Part II. Micro-syntax: Word-Internal Morphosyntax in Nominal Projections; Part III. Macro-syntax: Structure and Interpretation of Discourse Markers and Projections; Part IV: Empirical Approaches to Contrastive Linguistics

and Translation Studies.

Compensation Culture Great Britain: Parliament: House of Commons: Constitutional Affairs Committee, 2006-03-10 Compensation Culture : Third report of session 2005-06, Vol. 2: Oral and written Evidence

O JAKOŚCI ŻYCIA NA POCZĄTKU XXI wieku, czyli wybrane aspekty przemian społeczno-ekonomicznych
Krzysztof FIRLEJ, Mateusz MIERZEJEWSKI, 2019-04-09
Pisząc o jakości życia, a więc o efektach decyzji jednostek, nie sposób pominąć aspektów pozamaterialnych, które oddziałują na kształtowanie się zachowań ludzkich – kwestie wyznawanego systemu wartości, sposoby spędzania czasu wolnego, warunki mieszkaniowe czy poziom zaspokojenia potrzeb intelektualnych oraz społecznych – to jedynie przykłady niektórych z nich. Badanie jakości życia jest problemem trudnym nie tylko ze względu na złożoność samego zjawiska, lecz także z powodu komplikacji pojawiających się podczas definiowania obszaru tego tematu. Warto jednak pamiętać, że ocena skuteczności działań wynikających z badań społecznych, w tym również z ekonomii, jest formułowana w odniesieniu do przemian, jakie generowane są zarówno w sferze materialnej, jak i pozamaterialnej. Niniejsza praca jest więc próbą zwrócenia uwagi na zależności pozamaterialne wynikające z działalności na płaszczyźnie gospodarczej. z Wprowadzenia Ze względu na złożoność tytułowego zagadnienia prezentowana monografia dotyczy wybranych elementów, które wpływają na jakość życia. W poszczególnych rozdziałach uwzględniono m.in. takie problemy, jak: poziom dochodów i ich

opodatkowanie, postrzegane i rzeczywiste nierówności społeczne, zależności między pracą zawodową a zadowoleniem z życia, [...] stosunek Polaków do imigrantów, jakość życia osób niepełnosprawnych oraz problem nieefektywnego zarządzania zasobami wody. [...] Pod względem merytorycznym książkę oceniam pozytywnie – jest uporządkowana, logiczna i dostarcza szerokiej wiedzy na temat jakości życia w Polsce. z recenzji dr hab. inż. Elżbiety J. Szymańskiej, prof. nadzw. SGGW

The Awakening Course Joe Vitale, 2011-12-20 The complete mind, body, and spiritual transformation based on a highly successful course—now in paperback! The Awakening Course is Joe Vitale's most recent breakthrough program explaining the four stages of awakening. This thought-provoking book builds on everything Vitale has written and recorded to date, taking you to a whole new level of personal and professional transcendence. This book offers a proven step-by-step approach for finding and achieving your goals and desires through a complete mind, body, and spiritual transformation. Discover new perspectives on money, role models, and the power of your unconscious Re-state complaints into positive life-changing intentions, and turn your fears into a catalyst for success 5 steps for attracting anything or anyone into your life Joe Vitale is the author of the bestselling The Attractor Factor and The Key Let The Awakening Course take you to a place of transcendence.

Insurance Law Ray Hodgins, 2002-09-16 First published in 2002. Routledge is an imprint of

Taylor & Francis, an informa company.

Prawo do życia Wojciech Lis, Niniejsze opracowanie koncentruje się na początkowym okresie życia człowieka, ukazując aktualność wskazanych problemów i potrzebę wzmocnienia gwarancji prawnej ochrony życia zwłaszcza najsłabszych, zdanych na łaskę innych. Podkreśla wartość życia człowieka od poczęcia oraz znaczenie prawa naturalnego, które pozwala wypełnić treścią aksjologiczną pustkę wynikającą z prawa pozytywnego. Zasadniczą ideą tego opracowania jest podkreślenie wartości życia w kontekście aksjologii konstytucyjnej, zakorzenionej głęboko w prawie naturalnym, niezależnym od ludzkich ocen i zmieniających się trendów. Wynikający stąd szacunek należy człowiekowi na każdym etapie jego życia stanowi afirmację kultury życia, którą powinny kierować się władze publiczne w trosce o byt i przyszłość naszej Ojczyzny.

Wyzwania polityki rozwoju regionalnego w Chinach Marek Świstak, 2021-12-30 Chiny inspirują do miana państwa o największej gospodarce i potencjale rozwojowym, co wymaga wykształcenia i ciągłego podtrzymywania zdolności modernizacyjnych w wymiarze gospodarczym, społecznym, politycznym czy technologicznym. Zamiar ten może okazać się próżny, jeżeli nadal w Chinach obecne będą tak znaczące dysproporcje rozwojowe jak dotychczas, także w układzie regionalnym. Polityka rozwoju regionalnego stanowi specyficzny przykład koegzystencji interwencji publicznej i wykorzystania mechanizmów rynkowych. Powyższemu towarzyszą polityczna centralizacja i gospodarcza decentralizacja. We wdrażaniu polityki rozwoju

regionalnego Chiny podążają drogą inwestycji, które w założeniu mają budować konkurencyjność słabiej rozwiniętych regionów. Strategia ta przyczyniła się do niebywałej rozbudowy infrastruktury, wciąż jednak bez przełożenia na sukces w zakresie spójności. Dysproporcje nadal stanowią wyzwanie nie tyle dla autorytarnego systemu sprawowania władzy, ile dla rozwoju społeczno-gospodarczego kraju jako całości.

The Eclipse of Value-Free Economics. The concept of multiple self versus homo economicus Aleksander Ostapiuk, 2021-03-30 The books' goal is to answer the question: Do the weaknesses of value-free economics imply the need for a paradigm shift? The author synthesizes criticisms from different perspectives (descriptive and methodological). Special attention is paid to choices over time, because in this area value-free economics has the most problems. In that context, the enriched concept of multiple self is proposed and investigated. However, it is not enough to present the criticisms towards value-free economics. For scientists, a bad paradigm is better than no paradigm. Therefore, the author considers whether value-based economics with normative approaches such as economics of happiness, capability approach, libertarian paternalism, and the concept of multiple self can be the alternative paradigm for value-free economics. This book is essential reading to everyone interested in the current state of economics as a discipline.

Contemporary Trends and Challenges in Finance Krzysztof Jajuga, Hermann Locarek-Junge, Lucjan T. Orłowski, Karsten Staehr, 2020-05-06 This volume

features a selection of contributions presented at the 2019 Wroclaw Conference in Finance, covering a wide range of topics in finance and financial economics, e.g. financial markets; monetary policy; corporate, personal and public finance; and risk management and insurance. Reflecting the diversity and richness of research in the field, the papers discuss both fundamental and applied finance, and offer a detailed analysis of current financial-market problems, including specifics of the Polish and Central European markets. They also examine the results of advanced financial modeling. Accordingly, the proceedings offer a valuable resource for researchers at universities and policy institutions, as well as graduate students and practitioners in economics and finance at both private and government organizations.

Mothers, Families or Children? Family Policy in Poland, Hungary, and Romania, 1945-2020 Tomasz Inglot, 2022-11-29 *Mothers, Families, or Children?* is the first comparative-historical study of family policies in Poland, Hungary, and Romania from 1945 until the eve of the global pandemic in 2020. The book highlights the emergence, consolidation, and perseverance of three types of family policies based on “mother-orientation” in Poland, “family orientation” in Hungary, and “child-orientation” in Romania. It uses a new theoretical framework to identify core and contingent clusters of benefits and services in each country and trace their development across time and under different political regimes, before and after 1989. It also examines and compares

policy continuity and change with special attention to institutions, ideas, and actors involved in decision making and reform. As family policies continue to evolve in the era of European Union membership and new governmental and societal actors emerge, this study reveals mechanisms that help preserve core family policy clusters while allowing reform in contingent ones in each country.

Diversity and Commonality in European Social Policies Stanisława Golinowska, Peter Hengstenberg, Maciej Żukowski, 2009 .aside from its significance as a novel perspective on the European Social Model (now understood as an amalgam of interconnected social policy traditions of Western and East-Central Europe, with common underlying ideals and goals), this study presents a complex but highly illuminating picture of the evolving systems of welfare protection at the beginning of the new, more globally aware century. Unable to change the national institutional trajectories and welfare ideologies, the supranational agents (EU) can nonetheless force nations to make constant accommodations in labor and social policies - not so much overriding the distinct features of each country, but rather constantly reminding all Europeans of the ambitious goals and traditions that they share. Making us aware of these complex processes with the help of rich and up-to-date empirical evidence is perhaps the greatest contribution of this book. I recommend it highly to both scholars and experts on comparative social policy around the world. ~ Prof. Tomasz Inglot, Minnesota State U.

PISA Effective Teacher Policies Insights from PISA OECD, 2018-06-11 This report, building on data from the Indicators of Education Systems (INES) programme, the Teaching and Learning International Survey (TALIS) and the Programme for International Student Assessment (PISA).

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