

**WYBORY PODMIOTÓW DECYZYJNYCH NA RYNKU POLSKIM
I ZAGRANICZNYM, ZESZYTY NAUKOWE UNIwersYTETU SZCZECIŃSKIEGO
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STRESZCZENIA

Jarosław Korpysa

WYBRANE KONCEPCJE TEORII PRZEDSIĘBIORCZOŚCI

CHOSEN THEORY OF ENTREPRENEURSHIP

Human has been always influenced by changes in life conditions resulting from changes in the environment hence had to endlessly fight for surviving. With the time being, the importance of human on Earth was growing thus acquiring the status of the one who started to manage and rule the surrounding world as well as utilize and adjust its nature to obtain optimum profit. Human wouldn't have achieved that if not for innate creativity and invention as well as the spirit of the entrepreneurship resulted from circumstances and human needs.

The aim of this article is to describe briefly selected classical and neoclassical concepts of entrepreneurship as well as to show a role of entrepreneur in the market.

Katarzyna Włodarczyk Śpiewak

ASPEKTY TEORETYCZNE RACJONALNOŚCI ZACHOWAŃ KONSUMENTÓW

THEORETICAL ASPECTS OF RATIONAL CONSUMER BEHAVIOUR

People from households realize their consumer needs and they undertake specified behaviour, so-called consumer behaviour. Hierarchy of needs, decisions about realize some needs, consumer choices, choices of goods and services, circumstances of choices, occasions of choices, use goods are parts of consumer behaviour. Decision process undertaken by consumers should be rational.

Theoretical aspects of consumption needs, consumer behaviour and rational behaviour are described in this article.

Marek Kunasz

**PROCES SZKOLENIOWY W PRZEDSIĘBIORSTWIE W ŚWIETLE WYNIKÓW
BADAŃ**

TRAINING PROCESS IN ENTERPRISE _ RESULTS OF THE RESEARCH

The article presents theoretical aspects of process of training and in-service training of employees (essence, aims, specialty of enterprise's training system, model of this process) and empirical exemplification describing training process in researched enterprises' practice. The source of empirical data were researchers conducted on training system performed in the group of enterprises traded on the Warsaw Stock Exchange.

Ewa Mazur-Wierzbicka

**PROEKOLOGICZNA DZIAŁALNOŚĆ PRZEDSIĘBIORSTW PRZEMYSŁU
CHEMICZNEGO NA PRZYKŁADZIE ZAKŁADÓW CHEMICZNYCH "POLICE" S.A.**

**PROEKOLOGISCHE TÄTIGKEIT VON UNTERNEHMEN DER CHEMISCHEN
INDUSTRIE AM BEISPIEL DER CHEMISCHEN BETRIEBE POLICE A.G.**

Seit Jahren werden die negativen Einflüsse auf die Umwelt, die durch die chemische Industrie verursacht sind, betrachtet. In diesem Artikel wird die proökologische Tätigkeit am Beispiel eines der größten polnischen chemischen Unternehmen dargestellt. Es werden auch eingeführte Umweltschutzprogramme, erhaltene Umwelteffekte, proökologische Investitionen beschrieben.

Grażyna Maniak

**ELASTYCZNOŚĆ PRACY. ASPEKTY ZJAWISKA NA WEWNĘTRZNYM I
ZEWNĘTRZNYM RYNKU PRACY**

**WORK FLEXIBILITY ASPECTS OF THIS PROCESS ON THE INTERNAL AND
EXTERNAL LABOUR MARKET**

Changes taking place in the environment organisation bring pressure on reducing of individual production costs and/or raising a product quality. Firms are concentrated on searching ways of raising the organisation flexibility, that means improving its ability to answering the environment challenges, and outstripping them. In the context of work management it means reducing of staff and ineffectivity in work resources allocation, in the other words – forming a new work relation quality in the organisation. There are identified four elementary flexibility areas in employment forming: quantity (numerical) flexibility; task (functional) flexibility; carrying the employment over the firm (outsourcing); salary flexibility.

Renata Nowak-Lewandowska

**EDUKACJA - ŹRÓDŁO CZY SPOSÓB NA NIEDOPASOWANIE POPYTOWO-
PODAŻOWE NA RYNKU PRACY?**

**EDUCATION – THE SOURCE OR THE WAY OF REDUCTION MISMATCH OF
SUPPLY AND DEMAND ON THE LABOUR MARKET?**

The aim of this article is to present changes in supply and demand for labour in Poland and the analysis of education's influence on character of structural mismatch on this market. Author also presents the problem of measurements for harmonization of the educational system and the labour market.

Marta Młokosiewicz

UBÓSTWO A UCZESTNICTWO W SPOŁECZEŃSTWIE INFORMACYJNYM

**POVERTY RISK AND PERSPECTIVE OF PARTICIPATION IN INFORMATION
SOCIETY AND KNOWLEDGE ECONOMY**

The article disclosed that the real risk of poverty in process of transition to Information Society intensifies the problem of exclusion.

Without real possibilities of individual investment in human capital, poor people couldn't keep up with the changes and aren't able to take advantages of them. Unkeeping up with the development may impair understanding of realities of the labour market, of principles of state functioning and also own rights and capabilities. There is a big probability for these groups of people to be exposed to an unemployment, poverty and exclusion from the society more than another groups.

So, as it shows data relative to Polish households, in the postindustrial era increases the extreme poverty sphere and income inequalities.

Yuriy Bilan, Wojciech Jarecki

**STAN I PERSPEKTYWY ROZWOJU REGIONALNEGO RYNKU OŚWIATY POLSKI
I UKRAINY**

**DER STAND UND DIE PERSPEKTIVEN REGIONALE BILDUNGSENTWICKLUNG
IN POLEN UND UKRAINE**

In diesem Artikel wurden die Unterschiede in der Bildungsentwicklung zwischen Polen und der Ukraine auf Basis von statistischen Daten analysiert. Die Schlussfolgerungen sollen die Ukraine in der Entwicklung des Schulsystems unterstützen, das auf die Politik der EU orientiert ist.

Marek Czajkowski

**KSZTAŁTOWANIE SIĘ EFEKTYWNOŚCI PRZEDSIĘBIORSTW W KRAJACH UNII
EUROPEJSKIEJ W LATACH 1990-2001**

The article presents analysis of economic efficiency for four groups of enterprises: micro, small, medium-sized and large. These analysis is conducted on value-added production criteria. Results of empirical evaluation shows that the most efficient are big enterprises and the least efficient are small enterprises.

Patrycja Zwiech

**PLACA MINIMALNA W KRAJACH UNII EUROPEJSKIEJ I W STANACH
ZJEDNOCZONYCH AMERYKI**

**MINIMUM WAGES IN THE MEMBER STATES OF THE EUROPEAN UNION
AND THE USA**

In January 2006, 18 of the 25 Member States of the European Union had national legislation setting statutory minimum wages (Belgium, Spain, Estonia, Greece, France, Hungary, Ireland, Latvia, Lithuania, Luxemburg, Malta, the Netherlands, Poland, Portugal, Slovakia, Slovenia, Czech Republic and the United Kingdom). The other Member States do not have regulation of minimum wages. Two accession countries (Bulgaria, Romania), one candidate country (Turkey) and the United States also have such regulations.

Article has in view to introduce the minimum wage in each countries of the EU, countries being candidate to the EU and in USA. This article describes relation of minimum wages and average gross monthly earnings and proportion of full-time employ earning the minimum wage in analysed countries.

Assembled on the ground of select European states given show, that in the Member States the minimum wage of euro ranged from 129 to 1503 euro in January 2006, which represents a factor of approximately 1:12. In contrast, the minimum wage in PPS ranged from 240 to 1417, a factor of approximately 1:6.

Besides, in most countries of the EU in industry and services the monthly minimum wage is less than 50 % of average monthly earnings. The only exceptions are Ireland and Luxemburg, where carries out about 50%.

Analysis of the percentage of persons receiving earnings on the level of minimum wage also shows large differentiation between Member States of the European Union. The lowest (below 2 %) are in Spain, Slovakia, Czech Republic, Malta, the United Kingdom and Slovenia, the highest instead reaching 15 % in France and 18 % in Luxemburg.