

**PROBLEMY GOSPODAROWANIA, ZESZYTY NAUKOWE UNIWERSYTETU  
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**STRESZCZENIA**

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**CHANGES IN POLISH LABOUR RESOURCES IN 1990 – 2003 AND  
COMPETITIVENESS OF POLISH ECONOMY**

In the market economy, the socio-economic growth and competitiveness are determined by a lot of factors. A human factor has the particular role among all of them. Human factor in its quantity aspect can both stimulate but also stunt the rate economy growth. Also the demographic changes are very important, especially changes of natural growth, age structure of population and migrations. These elements affect quantity and structure of the labour supply. The surplus of labour supply above labour demand has the negative economic and social influence on the national economy.

The labour resources can't be analysed only in quantity aspects. The quality changes of human capital play important role in time intensifying competition and the global economy. In the contemporary economy the most important resources of development are knowledge and education. Only well-educated people can make for multiplying of nations welfare both economy, social and cultural sense.

This article presents the analysis of the quantity and quality changes in Polish labour force. They will be analysed from the perspective of economic growth and competitiveness Polish economy.

Marek Czajkowski

**THE EMPLOYMENT AND WORK OUTPUT OF SME IN EUROPEAN UNION**

The article presents the structure of quantity and dynamic of the development companies in European Union in division into micro, small, medium and big 1990 – 2002. Moreover is presented analysis of the quantity, structure of the employment and work output of the companies.

Katarzyna Włodarczyk-Śpiewak, Jarosław Korpysa

**THE SITUATION OF THE POLISH HOUSEHOLD IN TRANSFORMATION OF  
LABOUR MARKET**

The main object of this article will be analyses of the consumption structure in Polish society and analyses of labour market as main determinant of changes in consumption structure in Polish household in towns and in the country. These problems will describe consumption structure for the Polish society (in towns and in the country) before economy transformation (80s), consumption structure during economy transformation (90s) and changes in Polish consumption structure after 15 years changes in economy against a background of labour market. The article use research which was done during this time among Polish society, too.

The aim of the article is to present main problems of the labour market of the Polish countryside and the article will answer the following question: has the consumption structure in town households got some characteristics of typical features? has the consumption structure in country households got some characteristics of typical features?

Patrycja Zwiech

#### THE DIFFERENCES IN REWARDS OF WOMEN AND MEN IN COUNTR OF THE EUROPEAN UNION

Differences in rewards between sexes are problem, which refers many, if not all of societies. Women and men receive different rewards for work of similar-identical values, and woman, as a rule, lower. Policy equal treatments in process of work and formations of rewards is one from main pilars of Union's law. The EU created legal, structural and institutional base to lead a policy of equal chances.

Legislative activities are however insufficient. Women, in spite of profitable settlements, earn less in comparison to men. Concentrating attentions on equal earnings of women and men results from fact, that just in this subject most brightly step out disproportions between sexes.

This article describes relations between hourly rewards of women and men in context of professional groups. It also introduced relations of rewards in context of time of work and level of education.

Conclusions sailing out from article confirm, that rewards of women are lower from rewards of men in context of time of work and level of education. The higher level of education leads to greater disproportions in earnings between sexes. Besides, rewards are lower also in context of professional groups. Women, as a rule, receive lower rewards than their colleagues working in these same professional groups and occupations.

Wojciech Jarecki

#### REVISED AMOUNT OF EMPLOYMENT AND UNEMPLOYMENT RATE

The number of students increased rapidly within last 15 years. The question is it the preferred fields of study follow the demand on graduates from these fields on the market. The paper carries out the analysis if chosen fields of study are determined by chances of employment in market sectors relevant to the field of study.

Benedykt Niemczynowicz

#### THE CONCEPT OF THE LIFE CYCLE OF THE FIRM

The goal of this article is to provide origin and general assumptions of the theory firm life cycle. The article presents five different concepts of the life cycle of the firm, use in the economics and management science.

Barbara Kryk

#### THE CONSUMERS' NEEDS AND THERE ECOLOGICAL KNOWLEDGE

The realization of conception of sustainable development depends among others on the level of ecological knowledge. It determines the consumers feelings on their ecological needs. Hence this article presents:

- specificity of ecological needs and their connection with the level of ecological knowledge,
- level of ecological knowledge of Polish consumers in region zachodniopomorski,
- suggestions, how to increase the level of ecological knowledge.

Ewa Mazur-Wierzbicka

#### DIE FINANZIERUNG VOM UMWELTSCHUTZ DURCH NATIONALE MITTEL FUER UMWELTSCHUTZ UND WASSERWIRTSCHAFT

In diesem Artikel wurde die Finanzierung des Umweltschutes durch die Nationale Mittel fur Umweltschutz aund Wasserwirtschaft in Jahren 2000-2004 dargestellt.

Es wurde sowohl die Charakteristik von Nationale Mittel fur Umweltschutz und Wasserwirtschaft als auch ihre Finanzpolitik besprochen. Es wurden vor allem zwei wichtigste Quellen der Finanzierung vom Umweltschutz in Bezug auf Form und Gebiet dargestellt.

Marek Kunasz

#### TECHNIQUES USED AT THE STAGE OF CONDUCTING TRAINING – THE RESULTS

Training and in-service training of employees starts to be a constant, never- ending process. A systematic model constitutes the sequence of following stages: recognition of training needs, preparing the schedule and plan of training, conducting training and evaluating training efficiency. This article focuses on the third of the mentioned stages. It is an attempt to determine which tools are used most frequently and which of them are useless at the stage of conducting training. Theory and practice offer, at present, a wide range of tools that can be used. Empirical researches in this scope were conducted in enterprises that are traded on the Warsaw Stock Exchange in the period of 1998 and 2003.

Marta Młokosiewicz

#### SOCIAL CAPITAL MATTER AND POVERTY PROBLEM IN POLAND

Poverty and increasing income inequalities are considerable social matter in Poland. In presented article this phenomenons were analyzed on the background of selected social capital determinants. The analisys made in the study proved possibilities to solving poverty and income inequalities problems through intensyfication social initiatives. The research disclosed that state support for arising foundations and associations, private property protection and public security are also very inpoortant for social capital development.

Tomasz Bernat

MARKET CONCENTRATION AND ENTRANCE BARRIERS ON THE BASE OF  
MOBILE TELECOMUNICATION MARKET IN POLAND

The main objective of the paper is to analyze mobile telephone's market in the context of entry barriers as a reason of market concentration. The theoretical part present definition and divide of entry barriers. In the practical aspect entry barriers in mobile telepphone's market are presented. There is also a rank attempt of these barriers.