

## Publication Certification

December 20<sup>th</sup>, 2021

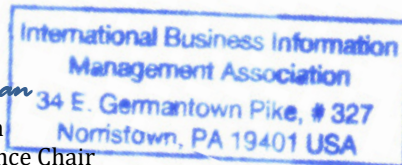
RE: Paper Publication at the 38th IBIMA International Conference

This letter is to confirm that your paper entitled "Special Autonomy Fund and Privilege Fund Management in Indonesia: Literature Review Approach" authored by Lak Lak Nazhat EL HASANAH, Dessy ISFIANADEWI and Unggul PRIYADI accepted and published at the 38th IBIMA Conference on 23-24 November 2021 Seville, Spain. Conference proceedings (ISBN: 978-0-9998551-7-1) and (ISSN: 2767-9640), Published in the USA.

The paper will be sent after official publication along with the whole proceedings for indexing by **Web of Sciences, etc.** IBIMA International conferences proceedings are indexed by Thomson Reuters (Web of Sciences) since 2006.

Sincerely

*Khalid S. Soliman*  
Dr. Khalid S. Soliman  
38th IBIMA Conference Chair



Proceedings of  
the 38<sup>th</sup> International Business Information Management Association Conference  
(IBIMA)

23-24 November 2021, Seville, Spain

ISBN: 978-0-9998551-7-1

ISSN: 2767-9640

Innovation Management and Sustainable Economic Development  
in the Era of Global Pandemic

**Editor**

**Khalid S. Soliman**

International Business Information Management Association (IBIMA)

Copyright 2021

## **Conference Chair**

**Khalid S. Soliman**, International Business Information Management Association, USA

## **Special Session I Chair**

**Marilena Ianculescu**, National Institute for R&D in Informatics – ICI București, Romania

## **Special Session II Chair**

**Karina Szafrńska**, Warsaw University of Life Sciences, Poland

**Ewa Małachowska**, Warsaw University of Life Sciences, Poland

## **Conference Advisory Committee**

John F. Affisco, Hofstra University, USA

Abdul Rahman Ahmad, Universiti Tun Hussein Onn Malaysia, Malaysia

Omar Al-Azzam, University of Minnesota Crookston, USA

Hesham H. Ali, University of Nebraska at Omaha, USA

Ahmed Azam, DeVry University, USA

Az-Eddine Bennani, Reims Management School, France

Emil Boasson, Central Michigan University, USA

Regina Connolly, Dublin City University, Ireland

Rene Leveaux, University of Technology, Sydney, Australia

Susana de Juana Espinosa, Universidad de Alicante, Spain

Xiuzhen Feng, Beijing University of Technology, China

Mohammad Ayub Khan, Tecnologico de Monterrey, Mexico

Sherif Kamel, The American University in Cairo, Egypt

Najib Saylani, Florida State College at Jacksonville, USA

Magdy Serour, InContext Solutions, Australia

Amine Nehari Talet, King Fahd University of Petroleum & Mineral, KSA

Abraham G. van der Vyver, Monash University, South Africa

## **Program Committee**

(it is IBIMA Policy to include a program committee member's name only after reviewing at least one submitted paper)

Natalia Vladimirovna Antonova, Honorary Consulate of Mongolia in the Russian Federation, European Council for Business Education, Russia

Magdalena Wójcik-Jurkiewicz, Cracow University of Economics, Department of Accounting, Poland

Magdalena Cyrek, University of Rzeszów, Poland

Anna Tokarz-Kocik, University of Szczecin, Poland

Onur Guvenc, Almaty Management University, Kazakhstan

Łukasz Wróblewski, WSB University, Poland

Dana Corina Deselnicu, University POLITEHNICA of Bucharest, Romania

Małysiak Justyna, Military University of Land Forces, Poland

Sergey Ilkevich, Financial University under the Government of the Russian Federation, Russia

Dmitry Rodionov, Peter the Great St.Petersburg Polytechnic University, Russia

Kateryna Tiulkina, Odessa State Academy of Civil Engineering and Architecture, Ukraine

Ilona Pawełoszek, Częstochowa University of Technology, Poland  
Kamil Wróbel, Poznan University of Technology, Poland  
Piotr Wittbrodt, Opole University of Technology, Poland  
Rodionov Mikhail, Penza State University, Russian Federation  
Anton K. Kuznetsov, I.N. Ulyanov Chuvash State University, Russia  
Adriana Dima, Bucharest University of Economic Studies, Romania  
Bogdan Ghilic-Micu, Bucharest University of Economic Studies, Romania  
Octavian Dospinescu, Alexandru Ioan Cuza University of Iasi, Romania  
Pupentsova V. Svetlana, Peter the Great St. Petersburg Polytechnic University, Russia  
Edyta Kardas, Czestochowa University of Technology, Poland  
E. Emmanuel Okoh, Covenant University, Nigeria  
Farrah Diana Saiful Bahry, Universiti Teknologi MARA, Malaysia  
Katarzyna Sanak-Kosmowska, Cracow University of Economics, Poland  
Karol Krol, University of Agriculture in Krakow, Poland  
Piotr Maśloch, Institute of Management, War Studies University, Poland  
Mercy A. Agumadu, Chrisland University, Nigeria  
Elżbieta Szulc, Nicolaus Copernicus University in Toruń, Poland  
Adriana Krawczyk, Amsterdam University of Applied Sciences, Netherlands  
Ladislav Mariš, University of Žilina, Slovakia  
Pavle Jakovac, University of Rijeka, Faculty of Economics and Business, Croatia  
Rosmaizura Mohd Zain, Universiti Malaysia Kelantan, Malaysia  
Iwona Zdonek, Silesian University of Technology, Poland  
Shavrovskaya Marina, Ural State University of Economics, Russian Federation  
Svetlana Bukhantseva, MIREA — Russian Technological University, Russia  
Nibedita Saha, Tomas Bata University in Zlin, University Institute, Czech Republic  
Iwona Lupa-Wójcik, Pedagogical University of Krakow, Poland  
Ayodeji Olonode, Olabisi Onabanjo University, Ago-Iwoye, Ogun State, Nigeria  
Sofoduch-Pelc Letycja, Wroclaw University of Economics and Business, Poland  
Grzegorz Maśloch, SGH Warsaw School of Economics, Poland  
Bartosz Kozicki, Military University of Technology, Poland  
Diana Bratić, University of Zagreb, Croatia  
Rafał Nagaj, University of Szczecin, Institute of Economics and Finance, Poland  
C.S. Kaveri, Dayananda Sagar University, India  
Athanasios Podaras, Technical University of Liberec, Czech Republic  
Łukasz Tomczyk, Pedagogical University of Craciw, Poland  
Andreea Muraru, The Bucharest University of Economic Study, Romania  
Yousif Abdelrahim, Prince Mohammad Bin Fahad University, KSA  
Viktorija Šipilova, Daugavpils University, Latvia  
Alla Ivashchenko, Kyiv National Economic University named after Vadym Hetman, Ukraine  
Tomas Broum, The University of West Bohemia, Czech Republic  
Larysa Novak-Kalyayeva, Ukrainian State Employment Service Training Institute, Ukraine  
Ruxandra Pitorac, West University of Timisoara, Romania  
Chijioke Esogwa Nwachukwu, Horizons University Paris, France  
Nik Hazimah Nik Mat, Universiti Malaysia Terengganu, Malaysia  
Nataliia Pavlenchuk, Lviv State University of Physical Culture named after Ivan Boberskyj, Ukraine  
Petr Cech, University College of Business in Prague, Czech Republic  
Katarzyna Szymczyk, Czestochowa University of Technology, Poland  
Grzegorz Wesołowski, The John Paul II Catholic University of Lublin, Poland  
Anna Karczewska, Czestochowa University of Technology, Poland  
Rubina Masum, IQRA University, Pakistan  
Derweanna Bah Simpong, Universiti Malaysia Kelantan (UMK), Malaysia  
Dorin Maier, Technical University of Cluj-Napoca, Romania  
Laura Elena Zapata Jimenez, Universidad Católica Luis Amigó, Medellín Colombia  
Iwona Krzyżewska, WSB University (Akademia WSB), Poland  
Clara Silveira, Polytechnic Institute of Guarda, Portugal

Dian Damayanti, Institut Ilmu Sosial dan Manajemen STIAMI, Indonesia  
Silvia Barnová, DTI University, Slovakia  
Liudmila A. Guzikova, Peter the Great Saint-Petersburg Polytechnic University, Russia  
Edyta Kulej-Dudek, Czestochowa University of Technology, Poland  
Tatjana Vasiljeva, RISEBA University of Applied Sciences, Latvia  
Imene Essoussi, University of Business and Technology, KSA  
Chiraz Ben Salem Ben Gaied, Lab. ISEFE - University of Tunis el Manar, Tunisia  
Dariusz Nowak, Poznan University of Economics and Business, Poland  
Andrei-Mirel Florea, "Dunarea de Jos" University of Galati, Romania  
Shamima Raihan Manzoor, Multimedia University, Malaysia  
Sandra Grabowska, Silesian University of Technology, Poland  
Maciej Woźniak, AGH University of Science and Technology, Poland  
Natalya V. Alesina, Sevastopol State University, Russia  
Galina Bannykh, Ural Federal University, Russia  
Paulina Golinska-Dawson, Poznan Univ. of Technology, Poland  
Honorata Howaniec, University of Bielsko-Biala, Poland  
Katarzyna Czainska, General Tadeusz Kosciuszko Military University of Land Forces, Poland  
Karlis Kreslins, Ventspils University of Applied Sciences, Latvia  
Robert Ulewicz, Czestochowa University of Technology, Poland  
Sebastian Saniuk, University of Zielona Góra, Poland  
Małgorzata Okręglicka, Czestochowa University of Technology, Poland  
Agnieszka Kłysik-Uryszek, University of Łódź, Poland  
Lilla Knop, Silesian University of Technology, Poland  
Rossana Soto Gonzales, Universidad San Ignacio de Loyola, Peru  
Ouail El Imrani, Abdelmalek Essaadi University, Morocco  
Arwa Mashat, King Abdulaziz University, KSA  
Maciej Dębski, University of Social Sciences, Poland  
Pavel Shust, St-Petersburg State University, Russia  
Tamara Iskra Alcántara Concepción, Universidad Nacional Autónoma de México, México  
Georgiy Greyz, South Urals State University, Russia  
Maciej Czaplewski, University of Szczecin, Poland  
Elena Korostyshevskaya, Saint-Petersburg State University, Russia  
Elena Rozhdestvenskaia, Tomsk State University, Russia  
Paulo Pinto-Moreira, Coimbra Business School – ISCAC, Portugal  
Anna Kowalska, Wroclaw University of Economics and Business, Poland  
Joseph Ugochukwu Madugba, Landmark University, Nigeria  
Anna Yu. Kosobutskaya, Voronezh State University, Russia  
Aleksandra Skrabacz, Pomeranian University, Poland  
Agata Mesjasz-Lech, Czestochowa University of Technology, Poland  
Adrian Ioana, Politehnica University of Bucharest, Romania  
Galina Yu. Fedotova, The Russian Presidential Academy of National Economy and Public Administration, Russia  
Tomasz Szczepanik, Czestochowa University of Technology, Poland  
Maria Plakhotnikova, Moscow Open Institute, Russia  
Emmanuel Olusuyi Ajayi, Bells University of Technology, Ota, Nigeria  
Ekaterina Uskova, UrFU, Russia  
Rawlings Jerry Mazuba Kalubi, Peter the Great, St. Petersburg Polytechnic University, Russia  
Sergey Evgenievich Barykin, Peter the Great St. Petersburg Polytechnic University, Russia  
Marina Olegovna Efremova, Peter the Great St.Petersburg Polytechnic University, Russia  
Tadeusz A. Grzeszczyk, Warsaw University of Technology, Poland  
Funmilade Loveth Adeoye, Covenant University, Nigeria  
Boris Miethlich, IIC University of Technology, Cambodia  
Iveta Linina, Turiba University, Latvia  
Daria Bylieva, Peter the Great St.Petersburg Polytechnic University (SPbPU), Russia  
Pawel Bartoszczuk, Warsaw School of Economics, Poland

Simona-Andreea Apostu, Bucharest University of Economic Studies, Romania  
Yuanyuan Xia, Sumy National Agrarian University, Ukraine  
Victor Dostov, Distributed Ledger Technology Center of Saint-Petersburg State University, Russia  
Oksana Pirogova, Peter the Great St. Petersburg Polytechnic University, Russia  
Anna Wziątek-Staško, Jagiellonian University in Kraków, Poland  
Małgorzata Solarz, Wrocław University of Economics and Business, Poland  
Marcin Olkiewicz, Koszalin University of Technology, Poland  
Zuriyati Ahmad, Universiti Teknologi MARA, Malaysia  
Bogdan Cîmpan, Bucharest University of Economic Studies, Romania  
Issam Izza, Université Sultan Moulay Slimane, Morocco  
Rafał Klóska, University of Szczecin, Poland  
Maher Toukabri, Northern Border University, KSA  
Leszek Kazmierczak-Piwko, University of Zielona Góra, Poland  
Marius Schönberger, Research Institute for Education and Digitization (FoBiD), Germany  
Valentina Mikhailovna Sharapova, Ural State University of Economics, Russia  
Oana Vlăduț, Politehnica University of Bucharest, Romania  
Mariam Cherqaoui, Université Ibn Tofail, Morocco  
Afshan Rauf, University of Wollongong, Australia  
Karolina Drela, University of Szczecin, Poland  
Olga Zaborovskaia, The State Institute of Economics, Finance, Law, and Technology, Russia  
Iryna Koshkalda, Kharkiv National Agrarian University named after Dokuchaiev, Ukraine  
Gratiela Dana Boca, Technical University Cluj Napoca, Romania  
Piotr Walentynowicz, University of Gdansk, Poland  
Sławomir Jankiewicz, SB University in Poznan, Poland  
Barbara Grabinska, Cracow University of Economics, Poland  
Rim K. Nurmukhametov, Financial University, Russia  
Djula Borozan, Josip Juraj Strossmayer University in Osijek, Faculty of Economics in Osijek, Croatia  
Adrianna Guzowska, UTP University of Science and Technology, Poland  
Nina Golowko, Self-employed lecturer, Germany  
Cristina Popescu, Petroleum-Gas University of Ploiesti, Romania  
Sanja Pfeifer, Josip Juraj Strossmayer University of Osijek, Croatia  
Klaudia Smoła, Czestochowa University of Technology, Poland  
Justyna Brzezińska, University of Economics in Katowice, Poland  
Mateusz Jankiewicz, Nicolaus Copernicus University in Toruń, Poland  
Konrad Peszynski, RMIT University, Australia  
Izabela Sztangret, University of Economics in Katowice, Poland  
Anastasia Ilyina, Kyiv National University of Trade and Economics, Ukraine  
Arkadiusz Banasik, Silesian University of Technology, Poland  
Ruxandra Dinulescu, Bucharest University of Economic Studies, Romania  
Steliana Rodino, INCDSB/ICEADR, Romania  
Radu Ștefan Pătru, Bucharest University of Economic Studies, Romania  
Iwona Markowicz, University of Szczecin, Poland  
Małgorzata Dąbrowska-Świder, Military University of Technology in Warsaw, Poland  
Agnieszka Knap-Stefaniuk, Jesuit University Ignatianum in Krakow, Poland  
Yuliya Karpovich, Perm National Research Polytechnic University, Russia  
Katarzyna Łukasik, Czestochowa University of Technology, Faculty of Management, Poland  
Elizaveta Gromova, Peter the Great St. Petersburg Polytechnic University, Russia  
Agnieszka Piasecka-Robak, University of Lower Silesia, Poland  
Matthew A. Oluwatoyin, Covenant University, Ota, Nigeria  
Inna Berzhanir, Pavlo Tychyna Uman State Pedagogical University, Ukraine  
Manuel Luis Lodeiros-Zubiria, Universidad Peruana de Ciencias Aplicadas, Peru  
Zhanna Shmeleva, Krasnoyarsk State Agrarian University, Russia  
Sabina Kubiciel-Lodzińska, Opole University of Technology, Poland  
Galina Podbiralina, Plekhanov Russian University of Economic, Russia  
Mihai Orzan, Bucharest University of Economic Studies, Romania

Luiza Trzcńska, Military University of Technology in Warsaw, Poland  
Evgenia Prokopjeva, Khakass Technical Institute – branch of Siberian Federal University, Russia  
Martina Blašková, Police Academy of the Czech Republic in Prague, Czech Republic  
Renata Biadacz, Czestochowa University of Technology, Poland  
Mohammad Y. Abuhashesh, Princess Sumaya University for Technology (PSUT), Jordan  
Oleh Lazariev, Uman National University of Horticulture, Ukraine  
Victor S. Voronov, St. Petersburg State University of Economics, Russia  
Lidiya Viktorovna Mazur, Moscow Financial-Industrial University “Synergy”, Moscow, Russia  
Ahmad Suffian Mohd Zahari, Universiti Teknologi MARA, Malaysia  
Jan Chromy, Media4u Magazine, Czech Republic  
Maria Samir Frangieh, Bucharest University of Economic Studies, Romania  
Zbigniew Ofiarski, University of Szczecin, Poland  
Iwona Wasielewska-Marszałkowska, Nicolaus Copernicus University in Torun, Faculty of Economic Sciences and Management, Poland  
Alexander Ehimare Omankhanlen, Covenant University Ota, Nigeria  
Ugochukwu Moses Urin, Covenant University, Nigeria  
Laurentiu-Stelian Mihai, University of Craiova, Romania  
Joanna Hardukiewicz-Chojnowska, WSB University in Wrocław, Poland  
Ryszard K. Miler, WSB Gdańsk, Poland  
Wioletta Wróblewska, University of Life Sciences in Lublin, Poland  
Cristian Mera Macías, Universidad Laica Eloy Alfaro de Manabí, Ecuador  
Sylvia Pieńkowska-Kamieniecka, University of Warmia and Mazury in Olsztyn, Poland  
Ivan Strugar, University of Zagreb, Croatia  
Tan Choo Peng, Multimedia University, Malaysia  
Anastasiya Kopytova, Tomsk State Pedagogical University, Russia  
Paula Bajdor, Czestochowa University of Technology, Poland  
Niki Derlukiewicz, Wrocław University of Economics and Business, Poland  
Madalina Ecaterina Popescu, The Bucharest University of Economic Studies, Romania  
Olaleye Sunday Adewale, University of Oulu, Finland  
Mercy Ejoywokeoghene Ogbari, Covenant University, Nigeria  
Tomasz Grodzicki, Nicolaus Copernicus University in Toruń, Poland  
Jacek Woźniak, Military University of Technology, Poland  
Shilpa Taneja, Mudra Institute of Communications Ahmedabad (MICA), India  
Katarzyna Szelałowska-Rudzka, Gdynia Maritime University, Poland  
Marzena Fährnich, University of Szczecin, Poland  
Małgorzata Kutera, Jagiellonian University, Poland  
Olga Rudakova, Orel State Institute of Culture, Russia  
Karima Haoudi, Ibn Tofail University, Morocco  
Małgorzata Cygańska, University of Warmia and Mazury in Olsztyn, Poland  
Irina Avdeeva, Central Russian Institute of Management, Branch of RANEPA, Russia  
Hezekiah O. Falola, Covenant University, Nigeria  
Katarzyna Marek-Kolodziej, Opole University of Technology, Poland  
Ionela-Roxana Petcu, Bucharest University of Economic Studies, Romania  
Egor Golovanov, SUSU, Russia  
Alexandra Cristina Dinu, Bucharest University of Economic Sciences, Romania  
Nataliya Samoylenko, Sevastopol State University, Russia  
Katarzyna Liczmańska-Kopcewicz, Nicolaus Copernicus University in Torun, Poland  
Paulina Spanu, Politehnica University of Bucharest, Romania  
Marcin Sitek, Czestochowa University of Technology, Poland  
Fabrizio Amarilli, The Polytechnic University of Milan, Italy  
Adam Ryszko, Silesian University of Technology, Poland  
Olukemi Ade-Adeniji, Covenant University, Nigeria  
Oscar Odiboh, Covenant University, Nigeria  
Liliana Barbu, Lucian Blaga University of Sibiu, Romania  
Elena Lylova, RUDN University, Russia

Oksana Portna, V. N. Karazin Kharkiv National University, Ukraine  
Taiseera Al-Balushi, Sultan Qaboos University, Oman  
Wojciech Bożek, University of Stettin, Poland  
Sylvia Konecka, Poznań University of Economics and Business, Poland  
Anna Ludwiczak, CALISIA-University, Kalisz, Poland  
Iwona Pawlas, University of Economics in Katowice, Poland  
Dorota Krupa, Nicolaus Copernicus University in Toruń, Poland  
Paweł Brzustewicz, Nicolaus Copernicus University in Toruń, Poland  
Aneta Kłopotcka, University of Economics and Human Sciences in Warsaw, Poland  
Emilia Krajňáková, University of Alexander Dubček in Trenčín, Slovakia  
Agnieszka Szczygielska, War Studies University, Poland  
Dawuda Alhassan, ASA College, USA  
Anna Firsova, Saratov State University, Russia  
Arkadiusz Piwowar, Wrocław University of Economics and Business, Poland  
Tomasz Studzieniecki, Gdynia Maritime University, Poland  
Klaudia Skelnik, Wyższa Szkoła Bankowa w Gdańsku, Poland  
Teresa Kupczyk, General Tadeusz Kościuszko Military University of Land Forces, Poland  
Rozalia Kicsi, "Ștefan cel Mare" University of Suceava, Romania  
Ines Ben Messaoud, University of Gabes / University of Sfax, Tunisia  
Mariusz Cembruch-Nowakowski, Pedagogical University of Krakow, Poland  
Konstantin Shvetsov, Peter the Great St. Petersburg Polytechnic University (SPbPU), Russia  
Camelia Delcea, Bucharest University of Economic Studies, Romania  
Anna Chwiłkowska-Kubala, Poznań University of Economics and Business, Poland  
Maciej Gliniak, University of Agriculture in Krakow, Poland  
Chuks O. Odiogwu Enwerem, National Open University of Nigeria, Nigeria  
Olga Ivanovna Solodukhina, Southwest State University, Russia  
Grzegorz Pietrek, WSB University in Gdansk, Poland  
Adela Coman, University of Bucharest, Romania  
Norhayati Baharun, Universiti Teknologi MARA (UiTM), Malaysia  
Michał Teczle, Cracow University of Economics, Poland  
Liviu-Adrian Cofas, Bucharest University of Economic Studies, Romania  
Ewa Marchwicka, Wrocław University of Science and Technology, Poland  
Ayobami Jolaade, Graduate, Covenant University, Nigeria  
Ionel-Bujorel Păvăloiu, University POLITEHNICA of Bucharest, Romania  
Martina Solenički, University of Zagreb, Faculty of Economics and Business, Croatia  
Blanka Tundys, University of Szczecin, Poland  
Tetyana Calinescu, National Aerospace University "Kharkiv Aviation institute", Ukraine  
Aderounmu Busayo Olubunmi, Covenant University, Nigeria  
Izabela Ostrowska, University of Szczecin, Poland  
Malgorzata Ofiarska, University of Szczecin, Poland  
Constanta-Nicoleta Bodea, The Bucharest University of Economic Studies, Romania  
Mirona Ana Maria Popescu, University POLITEHNICA of Bucharest, Romania  
Beata Skowron-Mielnik, Poznan University of Economics and Business, Poland  
Marek Szajt, Czestochowa University of Technology, Poland  
Agnieszka Malkowska, University of Szczecin, Poland  
Vera Samarina, Staryy Oskol Technological Institute, branch of National Research Technological University "MISIS", Russia  
Anetta Pukas, Wrocław University of Economics and Business, Poland  
Raisa Kvasnytska, Khmelnytskyi National University, Ukraine  
Cezar Scarlet, University "Politehnica" of Bucharest, Romania  
Marcin Fliieger, General Tadeusz Kościuszko Military University of Land Forces, Poland  
Włodzimierz Strelcow, Pomeranian University, Poland  
Gabriela Roszyk-Kowalska, Poznań University of Economics and Business, Poland  
Oluwaseun Johnson Awosejo, Tshwane University of Technology, ICT . Soshanguve Campus, South Africa  
Alexandra Georgiadi, Sevastopol State University, Russia



Anca-Cristina Stanciu, Ovidius University of Constanța, Romania  
Amparo Maset-Llaudes, Universitat Jaume I, Spain  
Eva Petiz Lousã, University of Maia, Portugal  
Jarosław Brodny, Silesian University of Technology, Poland  
Manuela-Roxana Dijmarescu, POLITEHNICA University of Bucharest, Romania  
Mioara Duca, POLITEHNICA University of Bucharest, Romania  
Adam Kolinski, Poznan School of Logistics, Poland  
Alicja Sekuła, Gdansk University of Technology, Poland  
Oluwafemi Samson Balogun, University of Eastern Finland, Finland  
Ebenezer Bowale, Covenant University, Nigeria  
Luiza Piersiala, Czestochowa University of Technology, Poland  
Valerii Pavliuk, University of the State Fiscal Service of Ukraine, Ukraine  
Ioana Andreea Bogoslov, Lucian Blaga University of Sibiu, Romania  
Svetlana Globa, Siberian Federal University, Russia  
Álvaro Quiroz Bustos, Universidad del Bío Bio, Chile  
Maria Mach-Król, University of Economics in Katowice, Poland  
Daniela Zirra, Romanian-American University, Romania  
Joanna Dynowska, University of Warmia and Mazury, Poland  
Anita Peša, University of Zadar, Croatia  
Obiamaka Nwobu, Covenant University, Nigeria  
Lorena Batagan, Bucharest University of Economics, Romania  
Liubov Afanasyeva, Southwest State University, Russia  
Anton Petrov, KubSAU, Russia  
Agnieszka Żołądkiewicz-Kuzioła, Nicolaus Copernicus University in Toruń, Poland  
Isaiah Oluranti Olurinola, Covenant University, Nigeria  
Alexander Kuntsman, St. Petersburg State University, Russia  
Joanna Drobiazgiewicz, University of Szczecin, Poland  
Adrian Kapczyński, Silesian University of Technology, Poland  
Katarzyna Cheba, West Pomeranian University of Technology, Szczecin, Poland  
Iuliia Efimova, Financial University under the Government of RF, Russia  
David Orenuga, Covenant University, Nigeria  
Redouane Mouhoub, Bucharest University of Economic Studies, Romania  
Małgorzata Śliwa, University of Zielona Góra, Poland  
Sebastian Białoskurski, University of Life Sciences in Lublin, Poland  
Magdalena Swacha-Lech, Wrocław University of Economics and Business, Poland  
Constantin Ilie, Ovidius University of Constanta, Romania  
Dorina Sandu, Academy of Economic Studies - Doctoral School of Management, Romania  
Lanre Amodu, Covenant University, Nigeria  
T. G. Vasista, Vasista Consulting & Performing Services OPC Pvt Ltd., India  
Galina Krapivina, Priazovsky State Technical University, Ukraine  
Hanna Żuraw, University of Natural and Humanistic Sciences, Poland  
Tadeusz Mędzelowski, Wyższa Szkoła Biznesu - National Louis University, Poland  
Dorota Podgórska-Jachnik, University of Łódź, Poland  
Ewa Ślęzak, Cracow University of Economics, Poland  
Gheorghe Lucian, Ovidius University of Constanta, Romania  
Vasily Makolov, Russian State University for the Humanities, Russia  
Małgorzata Grzywińska – Rapca, University of Warmia and Mazury in Olsztyn, Poland  
Gabriela Dobrotă, Constantin Brâncusi University of Targu Jiu, Romania  
Elena Sibirskaya, Plekhanov Russian University of Economics, Russia  
Maciej Marczyk, WSU Warsaw, Poland  
Mohammad Khaled, Cybersecurity and Digital Transformation Thought Leader, UAE  
Manuela Ingaldi, Czestochowa University of Technology, Poland  
Janusz Wielki, Opole University of Technology, Poland  
Jolana Fedorková, University of Defence, Czech Republic  
Anna M. Korzeniowska, Maria Curie-Skłodowska University in Lublin, Poland

Aleksandra Kuzior, Silesian University of Technology, Poland  
Gabriel Neagu, National Institute for R&D in Informatics – ICI Bucharest, Romania  
Nicolai Jieri, Stefan cel Mare University of Suceava, Romania  
Ionut Laurentiu Petre, Bucharest University of Economic Studies, Romania  
Constantin Ionut, University of Bucharest, Romania  
Magdalena Tutak, Silesian University of Technology, Poland  
Mircea Georgescu, "Al. I. Cuza" University of Iasi, Romania  
Cătălina Radu, Bucharest University of Economic Studies, Romania  
Liudmyla Ilich, Borys Grinchenko Kyiv University, Ukraine  
Stanislaw Minta, Wroclaw University of Environmental and Life Sciences, Poland  
Ecaterina Daniela Zeca, "Dunarea de Jos" University of Galati, Romania  
Ioana – Ruxandra Ioniță, POLITEHNICA University of Bucharest, Romania  
Małgorzata Ćwiek, Cracow University of Economics, Poland  
Nataliia Demeshkant, Pedagogical University of Krakow, Poland  
Victor Stukach, Omsk States Agriculture University, Russia  
Karol Kowalewski, University of Finance and Management in Bialystok, Poland  
Laurentiu-Gabriel Talaghir, Dunărea de Jos University of Galati, Romania  
Hector Jose Mendoza Cuellar, Universidad Peruana de Ciencias Aplicadas, Perú  
Aleksandra Radziszewska, Czestochowa University of Technology, Poland  
Liudmila Oveshnikova, PLEKHANOV Russian University of Economics, Russia  
Anna Odrobina, Cracow University of Economics, Poland  
Liana-Elena Anica-Popa, Bucharest University of Economic Studies, Romania  
Esther Sleilati, Notre Dame University (NDU), Lebanon  
Gabriela Prostean, Politehnica University of Timisoara, Romania  
Milena Palczewska, War Studies University, Poland  
Sebastian Bobowski, Wroclaw University of Economics and Business, Poland  
Vladimir Nosov, Peoples' Friendship University of Russia (RUDN University), Russia  
Simona Frone, Institute of National Economy, Romania  
Andreyeva Darya Andreyevna, St. Petersburg State University of Economics, Russia  
Dorota Balcerzyk, Military University of Land Forces in Wrocław, Poland  
Łukasz Konopielko, Łazarski University, Poland  
Irina V. Kokushkina, Saint-Petersburg State University, Saint-Petersburg, Russia  
Justina Lavinia Stanica, Romanian-American University, Romania  
Jozef Kubás, University of Zilina, Slovakia  
Branka Tuškan Sjauš, University of Zagreb - Faculty of Economics and Business, Croatia  
Małgorzata Smolarek, Humanitas University, Poland  
Valentyna Shapoval, Dnipro University of Technology, Ukraine  
Delia Deliu, West University of Timișoara, Faculty of Economics & Business Administration, Romania  
Olawale Yinusa Olonade, Covenant University, Nigeria  
Agnieszka Komor, University of Life Sciences in Lublin, Poland  
Anatoly Kalyayev, Hetman Petro Sahaidachnyi National Army Academy, Ukraine  
Svetlana Borisovna Vereshchak, I. N. Ulyanov Chuvash State University, Russia (Cheboksary)  
Vlatka Skokic, University of Split, Croatia  
Daniel Homocianu, Alexandru Ioan Cuza University of Iasi, Romania  
Anna Sołtysik-Piorunkiewicz, University of Economics in Katowice, Poland  
Aleksandra Ferens, University of Economics in Katowice, Poland  
Mihai Parean, West University of Timisoara, Romania  
Agnieszka Kurdyś-Kujawska, Koszalin University of Technology, Poland  
Angheluță Petrică Sorin, Bucharest University of Economic Studies, Romania  
Erhan Lica, Academy of Economic Studies of Moldova, Moldova  
Marta Bistroń, Military University of Technology, Poland  
Dorota Domalewska, War Studies University, Poland  
Jerzy Stanik, Military University of Technology, Poland  
Sandeep Kumar, Tectnia Institute of Advanced Studies Delhi, Affiliated to GGSIP University, Delhi, India  
Mirela Ștefănică, "Alexandru Ioan Cuza" University of Iași, Romania

Piotr Kuraś, Czestochowa University of Technology, Poland  
Mariusz Tomczyk, War Studies University, Poland  
Marcin Lawnik, Silesian University of Technology, Poland  
František Milichovský, Faculty of Business and Management, Brno University of Technology, Czech Republic  
Adriana Alexandru, National Institute for Research and Development in Informatics, Romania  
Eugenia Țirziu, National Institute For R & D In Informatics – ICI BUCUREȘTI, Romania  
Elena-Anca Paraschiv, National Institute for Research and Development in Informatics, ICI Bucharest, Romania  
Alexandru Tudor George, University POLITEHNICA of Bucharest, Romania  
Galina Badicu, Academy of Economic Studies of Moldova, Moldova  
Ildikó-Csilla Takács, The Bucharest University of Economic Studies, Romania  
Larisa Gennadievna Gordeeva, Chuvash State Agrarian University, Russia  
Renata Żaba-Nieroda, Cracow University of Economics, Poland  
Ruta Adamoniene, Mykolas Romeris University, Lithuania  
Svetlana Mihaila, Academy of Economic Studies of Moldova, Moldova  
Natalia Manea, POLITEHNICA University of Bucharest, Romania  
Grzegorz Tratkowski, Wroclaw University of Economics and Business, Poland  
Lamyaa El Bassiti, Mohammed V University in Rabat, Morocco  
Irina Georgescu, Bucharest University of Economics, Romania  
Ivan S. Gumenyuk, IKBFU, Russia  
Doina I. Popescu, Bucharest University of Economic Studies, Romania  
Alersandr Palei, South Ural State University, Russia  
Osereme Omoike, Covenant University, Nigeria  
Olga Pilipczuk, University of Szczecin, Poland  
Kátia Cristiana Matos Ribeiro Lemos, School of Management, Institute Polytechnic of Cávado and Ave, Portugal  
Marcin Kuzel, Nicolaus Copernicus University, Poland  
Waldemar Woźniak, University of Zielona Góra, Poland  
Justyna Berniak-Woźny, UITM in Rzeszów, Poland  
Patrycja Zwiech, University of Szczecin, Poland  
Arkadiusz Kowalski, Wroclaw University of Science and Technology, Poland  
Dana-Roxana Atanasescu, Politehnica University of Timisoara, Romania  
Mahmaod Alrawad, Al Hussein Bin Talal University, Jordan  
Ayooluwa Aregbesola, Landmark University, Nigeria  
Emilia Herman, “George Emil Palade” University of Medicine, Pharmacy, Sciences and Technology of Tirgu-Mures, Romania  
Ovidiu Popa-Velea, University of Medicine and Pharmacy Carol Davila, Bucharest, Romania  
Adina Dornean, Alexandru Ioan Cuza University of Iasi, Romania  
Kamil Kaczyński, Military University of Technology, Poland  
Elżbieta Szaruga, University of Szczecin, Poland  
Hela Haj Mohamed, University of Monastir, Tunisia  
Agnieszka Szczudlińska-Kanoś, Jagiellonian University, Poland  
Michał Goliński, Warsaw School of Economics, Poland  
Sviatoslav Kniaz, Lviv Polytechnic National University, Ukraine  
Łucja Waligóra, University of Economics in Katowice, Poland  
Anna Gagat-Matuła, Pedagogical University of Cracow, Poland  
Jaishree Asarpota, Higher Colleges of Technology, UAE  
Alina Gentimir, Alexandru Ioan Cuza University, Romania  
Dana Fatol, Politehnica University Timisoara, Romania  
Jolanta Maria Ciak, WSB University in Torun, Poland  
Monika Wyrzykowska-Antkiewicz, WSB University in Torun, Poland  
Ljubica Milanović Glavan, University of Zagreb, Faculty of Economics and Business, Croatia  
Elena Simona Apostol, Politehnica University of Bucharest, Romania  
Adrian Turek Rahoveanu, UASVM Bucharest, Romania  
Boris Mucha, Comenius University in Bratislava, Faculty of management, Slovakia

Petr Scholz, College of Polytechnics Jihlava, Czech Republic  
Wojciech Lewicki, West Pomeranian University of Technology in Szczecin, Poland  
Wojciech Sadkowski, Jagiellonian University, Poland  
Maciej Słomian, Poznań University of Economics and Business, Poland  
Agnieszka Wójcik-Gzerniawska, Warsaw School of Economics (SGH), Poland  
Julian Jakbowski, University of Zielona Góra, Poland  
Irina Severin, Politehnica University of Bucharest, Romania  
Anna Lemańska-Majdzik, Czestochowa University of Technology, Poland  
Christianah Olufunke Adetunde, Covenant University, Ota, Nigeria  
Mihaela Diana Oancea-Negescu, Bucharest University of Economic Studies, Romania  
Kamal Abou El Jaouad, National School of Commerce and Management of Casablanca, University Hassan II, Morocco  
Janusz Marek Lichtarski, Wrocław University of Economics and Business, Poland  
Adelaida Cristina Hontuş, University of Agronomic Sciences and Veterinary Medicine of Bucharest, Romania  
Kurtz Law, Bucharest University of Economic Studies, Romania  
Marija Bečić, University of Dubrovnik, Croatia  
Agnieszka Budziewicz-Guźlecka, University of Szczecin, Poland  
Lucia Morosan-Danila, "Stefan cel Mare" University of Suceava, Romania  
Katarzyna Świercz, Military University of Technology in Warsaw, Poland  
Elena Florentina Matei, Bucharest University of Economic Studies, Romania  
Natalia Buchalska-Sugajska, Bydgoszcz University of Science and Technology, Poland  
Monica Ariana Sim, University of Oradea, Romania  
Daria Bieńkowska, Pomranian University Słupsk, Poland  
Fran Galetic, University of Zagreb, Croatia  
Yvonne Lean-Ee Lee, Multimedia University, Malaysia  
Magdalena Kąkol, Maria Curie skłodowska University in Lublin, Poland  
Lukáš Smerek, Matej Bel University in Banská Bystrica, Slovakia  
Tatiana Egorushkina, Russian Economic University named after G.V. Plekhanova, Russia  
Poon Wai Ching, Monash University Malaysia, Malaysia  
Marin Fotache, Al. I. Cuza University of Iasi, Romania  
Tomasz Dryl, University of Gdańsk, Poland  
Isaac Akintoyese Oyekola, Landmark University, Nigeria  
Carmen Sonia Duşe, Lucian Blaga University, Romania  
Maria Claudia Diaconeasa, The Bucharest University of Economic Studies, Romania  
Cristian Eparu, Petroleum-Gas University of Ploiesti, Romania  
Alawiya Allui, Prince Sultan University, KSA  
Zygmunt Kruczek, University School of Physical Education, Poland  
Najeh Aissaoui, ESSEC Tunis, Tunisia  
Artur Kisiółek, The Great Poland University of Social and Economics in Środa Wlkp., Poland  
Lidia Bajenaru, University Politehnica of Bucharest, Romania  
Sorin Soviany, National Institute for Research and Development in Informatics –ICI Bucharest, Romania  
Marilena Ianculescu, National Institute for Research and Development in Informatics –ICI Bucharest, Romania  
Silvia Ovreiu, University Politehnica of Bucharest, Romania  
Adrian Nicolae Branga, Lucian Blaga University of Sibiu, Romania  
Marcel Kordoš, Alexander Dubček University in Trenčín, Slovakia  
Jolanta Baran, Silesian University of Technology, Poland  
Petr Aleksandrovich Kostromin, Russian State University for the Humanities, Russia  
Javier Gamboa Cruzado, Nacional Mayor de San Marcos, Perú  
Adrianna Toboła, Poznan School of Logistics, Poland  
Anna Surowiec, AGH University of Science and Technology in Krakow, Poland  
Sanja Franc, University of Zagreb, Faculty of Economics and Business, Croatia  
Simona Činčalová, College of Polytechnics Jihlava, Czech Republic  
Gheorghe Militaru, Politehnica University of Bucharest, Romania  
Jolanta Kruk, University of Lower Silesia, Poland  
Ravil Akhmadeev, Plekhanov Russian University of Economics, Russia

Joanna Wyrobek, Cracow University of Economics, Poland  
Dorota Palka, Silesian University of Technology, Poland  
Tereza Otcenaskova, University of Hradec Kralove, Czech Republic  
Svitlana Naumenkova, Taras Shevchenko National University of Kyiv, Ukraine  
Mohammad Ekhlague Ahmed, Institute of Business Management, Pakistan  
Anna Barwińska-Małajowicz, University of Rzeszów, Poland  
Grażyna Kowalewska, University of Warmia and Mazury in Olsztyn, Poland  
Magdalena Sobocińska, Wrocław University of Economics and Business, Poland  
Silvius Stanciu, "Dunărea de Jos" University of Galați, Romania  
Ovidiu Blajina, Politehnica University of Bucharest, Romania  
Ivica Linderová, College of Polytechnics Jihlava, Czech Republic  
Camelia-Daniela Hategan, West University of Timisoara, Romania  
Cassia Galvao, Texas A&M University, USA  
Magdalena Rybaczewska-Błażejowska, Kielce University of Technology, Poland  
Syed Asad Ali Shah, Alhamb Islamic University, Pakistan  
Anna Murawska, Bydgoszcz University of Science and Technology, Poland  
Marko Tomljanović, University of Rijeka, Faculty of Economics and Business, Croatia  
Radu D. Stanciu, POPLITEHNICA University of Bucharest, Romania  
Bogdan Tiganoaia, Politehnica University of Bucharest, Romania  
Justyna Łapińska, Nicolaus Copernicus University in Toruń, Poland  
Adela Sorinela Safta, Bucharest University of Economic Studies, Romania  
Olena Berezina, Cherkasy State Technological University, Ukraine  
Camelia Catalina Mihalciuc, Ștefan cel Mare University of Suceava, Romania  
Christopher Boycie Mokone, KAIST, South Korea  
Marcin Kawiński, Warsaw School of Economics, Poland  
Svetlana Anđelić, Information Technology School ITS- Belgrade, Serbia  
Dorian-Laurentiu Florea, Pontificia Universidad Católica del Perú, Peru  
Przemysław Niewiadomski, University of Zielona Góra, Poland  
Izabela Račka, Calisia University – Kalisz, Poland  
Provita Wijayanti, Universitas Islam Sultan Agung, Indonesia  
Zuzana Janková, Brno University of Technology, Faculty Business and Management, Czech Republic  
Štěpán Chalupa, The Institute of Hospitality Management in Prague, Czech Republic  
Iustina Alina Boitan, Bucharest University of Economic Studies, Romania  
Małgorzata Pankowska, University of Economics in Katowice, Poland  
Ryszard Szynowski, WSB University, Poland  
Agnieszka Puto, Technical University of Czestochowa, Poland  
Danuta Zawadzka, Koszalin University of Technology, Poland  
Lilianna Wojtynek, Opole University of Technology, Poland  
Alla Polyanska, Ivano-Frankivsk National Technical University of Oil and Gas, Ukraine  
Larisa Yu. Ovsyanitskaya, International Institute of Design and Service, Russia  
Ali Ahmadi, Faculty of Economics and Management of Sfax, Tunisia  
Tomislava Pavic Kramaric, University of Split, University Department of Forensic Sciences, Croatia  
Agnieszka Stanimir, Wrocław University of Economics and Business, Poland  
Dušan Stojaković, Faculty of Contemporary Arts, Serbia  
Lyudmila I. Mironova, Ural Federal University after named the First President of Russia B.N. Yeltzin, Russia  
Milena Ilić, University Business Academy in Novi Sad, Serbia  
Cristian Bucur, Petroleum-Gas University of Ploiești, Romania  
Ridouane Tachicart, Mohammed V University in Rabat, Morocco  
Michał Szyszka, WSB University, Poland  
Anna Tanina, Peter the Great St. Petersburg Polytechnic University (SPbPU), Russia  
Maciej Hojda, Wrocław University of Science and Technology, Poland  
Adrian Deaconu, Transilvania University, Romania  
Joseph A. Dada, Joseph Ayo Babalola University, Nigeria  
Emese Tokarcikova, University of Zilina, Slovakia  
Bolesław Szafranski, Military University of Technology, Poland

Paweł Kobis, Czestochowa University of Technology, Poland  
Razifah Othman, UiTM Cawangan Negeri Sembilan, Kampus Rembau, Malaysia  
Liva Grinevica, Latvian Academy of Agricultural and Forestry Sciences, Latvia  
Richard Fedorko, Presov university - Faculty of Management, Slovakia  
Paweł Lubiewski, Wyższa Szkoła Policji, Poland  
Magdalena Gębczyńska, Silesian University of Technology, Poland  
Marius Constantin, Bucharest University of Economic Studies, Romania  
Anna Rutkowska-Ziarko, University of Warmia and Mazury in Olsztyn, Poland  
Oluwasogo Adediran, Covenant University, Ota, Nigeria  
Judyta Kabus, Czestochowa University of Technology, Poland  
Bianca Cristiana Voicu, ASE Bucuresti, Romania  
Wahiba Ben Abdessalem, Tunis University, Tunisia  
Cristina-Nicoleta Caranica, Artifex University of Bucharest, Romania  
Catalin Popescu, Petroleum-Gas University from Ploiesti, Romania  
Barbara Cyrek, Jagiellonian University, Poland  
Aneta Sokół, Univeristy of Szczecin, Poland  
Aleksandra Krajnović, University of Zadar, Croatia  
Angelika Wodecka-Hyjek, Cracow University of Economics, Poland  
Elena V. Butsenko, Ural State University of Economics, Russia  
Damian Ostrowski, WSB Univeristy in Wroclaw, Poland  
Karolina Kolinska, Poznan School of Logistics, Poland  
Felix Sadyrbaev, Daugavpils University, Latvia  
Anna Kochmańska, Silesian University of Technology, Poland  
Eugenia Czernyszewicz, University of Life Sciences in Lublin, Poland  
Iulian Gole, The Bucharest University of Economic Studies, Romania  
Piotr Uchroński, Akademia WSB, Poland  
Dan Dumitriu, University POLITEHNICA of Bucharest, Romania  
Sara Cruz, Instituto Politécnico do Cávado e do Ave, Portugal  
Katarzyna Świetla, Cracow University of Economics, Poland  
Ludmila M. Osinevich, Kursk State University, Russia  
Dajana Barbić, Faculty of Economics & Business Zagreb, University of Zagreb, Croatia  
Saltanat Kondybayeva, Al-Farabi Kazakh National University, Kazakhstan  
Miroslav Malaga, University of West Bohemia, Pilsen, Czech Republic  
Ana Ježovita, University of Zagreb, Faculty of Economics & Business, Croatia  
Dekar Urumsah, Universitas Islam Indonesia, Indonesia  
Katarzyna Huk, University of Zielona Góra, Poland  
Martin Holubčík, University of Zilina, Slovakia  
Wafa Ben Slama Souei, University of Sousse, Tunisia  
Zuzanna Ostraszewska, Czestochowa University of Technology, Poland  
Maja Mihelja Žaja, Faculty of Economics and Business Zagreb, Croatia  
Anastasiya Pesha, Ural State Economic University, Russia  
Larisa Ismagilova, Ufa State Aviation Technical University, Russia  
Teodora Mihaela Tarcza, University of Oradea, Romania  
Anna Stasiuk-Piekarska, Poznan University of Technology, Poland  
Igor Klioutchnikov, International Banking Institute, Russia  
Urszula Motowidlak, University of Lodz, Poland  
James León Parra-Monsalve, Universidad Nacional de Colombia, Colombia  
Olesia Demianyshyna, Pavlo Tychyna Uman State Pedagogical University, Ukraine  
Dan-Alexandru Bejenaru, Politehnica University of Bucharest, Romania  
Lucie Severová, CULS in Prague, Czechia  
Ivana Bilić, University of Split, Croatia  
Krzysztof Świder, Military University of Technology in Warsaw, Poland  
Alina Kankovskaya, Peter the Great St. Petersburg Polytechnic University, Russia  
Alexander Vicentiy, Kola Science Centre of the Russian Academy of Sciences, Russia  
Anna Stroncsek, AGH University of Science and Technology, Poland

Amal Trifa, National School of Computer Sciences, Tunisia  
Radoslav Jankal, University of Zilina, Slovakia  
Wojciech Koziół, Cracow University of Economics, Poland  
Kamila Veselá, Czech university of Life Science, Faculty of Management and Economics, Czech Republic  
Diana Panait-Ioncica, BUES, Romania  
Georgiana Armenita Arghiroiu, University of Agronomic Sciences & Veterinary Medicine of Bucharest, Romania  
Josef Dvorak, University of West Bohemia, Czech Republic  
Paulo Jorge Pinheiro Gonçalves, Polytechnic of Porto, ISCAP, Portugal  
Monika Górska, Czestochowa University of Technology, Poland  
Lubica Gajanova, University of Zilina, Slovakia  
Mihaela Neculita, Dunarea de Jos University of Galati, Romania  
Dorota Kurek, War Studies University, Poland  
Sylwia Pangsy-Kania, University of Gdansk, Poland  
Rafał R. Wasilewski, University of Szczecin, Faculty of Law and Administration, Poland  
Elena V. Kolganova, Peoples' Friendship University of Russia (RUDN University), Russia  
Vyacheslav Makedon, Oles Honchar Dnipro National University, Ukraine  
Iryna Mihus, Scientific Center of Innovative Researches, Estonia  
Ireneusz Miciuła, University of Szczecin, Poland  
Jana Coculova, University of Presov in Presov, Slovakia  
Patricio Ramírez Correa, Universidad Católica del Norte, Chile  
Agnieszka Mazurek-Czarnecka, Crakow University of Economics, Poland  
Anna Kobiałka, University of Life Sciences in Lublin, Poland  
Cristiana Tudor, Bucharest University of Economic Studies, Romania  
Małgorzata Kożuch, Cracow University of Economics, Poland  
Rhita Sabri, Ibn Tofail University, Morocco  
Monika Hadaś-Dyduch, University of Economics in Katowice, Poland  
Leonidas Asto Huaman, Universidad Nacional Autónoma de Tayacaja "Daniel Hernández Morillo, Perú  
Ireneusz Kubiak, Military Communication Institute-State Research Institute, Poland  
Agung Nugroho, Universitas Indonesia, Indonesia  
Shahabudin Abdullah, Universiti Teknologi Malaysia, Malaysia  
Maria Johann, Warsaw School of Economics, Poland  
Yong Jing Yi, Taylor's University, Malaysia  
Paula Pyplacz, Czestochowa University of Technology, Poland  
Joanna Rosak-Szyrocka, Czestochowa University of Technology, Poland  
Łukasz Szewczyk, University of Economics in Katowice, Poland  
Olga Pyataeva, Russian State Academy of Intellectual Property, Russia  
Paweł Ślaski, Military University of Technology, Poland  
Karina Szafrąńska, Warsaw University of Life Sciences, Poland  
Beata Szczecińska, West Pomeranian University of Technology, Szczecin, Poland  
Andreea-Florina Fora, University of Oradea, Romania  
Radek Doskočil, Brno University of Technology, Faculty of Business and Management, Czech Republic  
Grażyna Rosa, University of Szczecin, Poland  
Renáta Pakšiová, University of Economics in Bratislava, Slovakia  
Aleksandra Ostrowska, University of Warmia and Mazury in Olsztyn, Poland  
Emilia Mazurek, Wroclaw University of Science and Technology, Poland  
Maria Magdalena Roșu, POLITEHNICA University of Bucharest, Romania  
Carmen Costea, Bucharest University of Economic Studies, Romania  
Nikolay Vladimirovich Zhakhov, Southwest State University, Russia  
Sanda Rašić Jelavić, University of Zagreb, Faculty of Economics and Business, Croatia  
Băcanu Șerban Constanța, "Dunarea de Jos" University of Galati, Romania  
Jurij Renkas, Cracow University of Economics, Poland  
Aurelia Ioana Chereji, University of Oradea, Romania  
Meryem Alaoui, University Hassan II, Casablanca, Morocco  
Vítor José Domingues Mendonça, Polytechnic Institute of Bragança, Portugal  
George Ungureanu, Iasi University of Life Sciences (IULS), Romania

Siti Nuryanah, Universitas Indonesia, Indonesia  
Vlad Constantin Turcea, Bucharest University of Economic Studies, Romania  
Ana-Maria Holobiuc, Bucharest University of Economic Studies, Romania  
Agata Sudolska, Nicolaus Copernicus University in Toruń, Poland  
Ekaterina Mochalina, Plekhanov Russian University of Economics, Russia  
Tatiana Arkadijevna Karandaeva, Mari State University, Russia  
Katarzyna Ragin-Skorecka, Poznan University of Technology, Poland  
Sussy Bayona Ore, Universidad Autónoma del Perú, Perú  
Rejaul Abedin, GEPEA (Global Educational and Professional Excellence Academy), Portugal  
Ştefan Cristian Gherghina, Bucharest University of Economic Studies, Romania  
Jarosław Pawłowski, Nicolaus Copernicus University in Toruń, Poland  
Olena Akilina, Borys Grinchenko Kyiv University, Ukraine  
Layla Rasheed Abdallah Hasan, Universiti Teknologi Malaysia, Malaysia  
Elena-Iuliana Gingu (Boteanu), Politehnica University of Bucharest, Romania  
Gabriela Bucur, Petroleum-Gas University of Ploiesti, Romania  
Marta Dobrzyniak, Warsaw University of Life Sciences, Poland  
Wojciech Piontek, Pedagogical University of Krakow, Poland  
Anna Kwiotkowska, Silesian University of Technology, Poland  
Taras Medvedkin, Don State Technical University, Russia  
Ivana Načinović Braje, University of Zagreb, Faculty of Economics & Business, Croatia  
Ewa Szafraniec-Siluta, Koszalin University of Technology, Poland  
Liudmyla Chvertko, Pavlo Tychyna Uman State Pedagogical University, Ukraine  
Jana Kajanová, Comenius University in Bratislava, Slovakia  
Mihaela Rodica Ganciu, Polytechnic University of Bucharest, Romania  
Ewa Wanda Maruszewska, University of Economics in Katowice, Poland  
Alexei Dolzhenko, Rostov State University of Economics, Russia  
Dariusz Wielgórka, Czestochowa University of Technology, Poland  
Iuliana Grecu, Politehnica University of Bucharest, Romania  
Iwona Deska, Czestochowa University of Technology, Poland  
Jakub Doński-Lesiuk, University of Lodz, Poland  
Lina Artemenko, NTUU KPI Igor Sikorsky, Ukraine  
Andreea Elena Matic, "Dunarea de Jos" University of Galati, Romania  
Natalia Vladimirovna Lazareva, International Banking Institute named after Anatoly Sobchak, Russia  
Dragan Benazić, Juraj Dobrila University of Pula, Croatia  
Kazimierz Nagody-Mrozowicz, Military University of Land Forces, Poland  
Krzysztof Wąsowicz, Kraków University of Economics, Poland  
Vasile Daniel Pavaloaia, Alexandru Ioan Cuza University of Iasi, Romania  
Mihaela Maftai, Bucharest University of Economic Studies, Romania  
Anna Drab-Kurowska, University of Szczecin, Poland  
Dražen Novaković, Josip Juraj Strossmayer University of Osijek, Faculty of Economics, Croatia  
Zarehan Binti Selamat, Multimedia University, Malaysia  
Noorul Azwin Md Nasir, University Malaysia Kelantan, Malaysia  
Lidija Dedi, University of Zagreb, Faculty of Economic & Business, Croatia  
Maciej Kiedrowicz, Military University of Technology, Poland  
Oksana O. Yuldasheva, SPb State University of Economics (UNECON), Russia  
Katalin Gál, Partium Christian University, Romania  
Tomasz Urbańczyk, UMK, Poland  
Wiktoria Czernecka, Poznan University of Technology, Poland  
Katarzyna Mazur-Włodarczyk, Opole University of Technology, Poland  
Hanna Bortnowska, University of Zielona Góra, Poland  
Tomislav Herceg, FEB Zagreb, U. of Zagreb, Croatia  
Maria Jastrzębska, Gdansk University of Technology, Poland  
Ioseb Gabelaia, RISEBA, Latvia  
Henryk Wojtaszek, War Studies University, Poland  
Agnieszka Parkitna, Wroclaw University of Science and Technology, Poland



Natalia Viktorovna Pyanova, Orel State University named after I.S. Turgenev, Russia  
Sebastian Kot, Czestochowa UT, Poland  
Samar Al-Saqqa, The University of Jordan, Jordan  
Taras Hutsol, Polissia National University, Ukraine  
Cristiana Tindeche, University of Agricultural Sciences and Veterinary Medicine Bucharest, Romania  
Otilia Manta, Romanian Academy, Romania  
Irina-Adriana Chiurciu, USAMV Bucharest, Romania  
Kalaiselvey Rethinam, AIMST University, Malaysia  
Marcin Wyskwarski, Silesian University of Technology in Gliwice, Poland  
Tomáš Sadílek, Prague University of Economics and Business, Czech Republic  
Andrii Galkin, O. M. Beketov National University of Urban Economy in Kharkiv, Ukraine  
Joanna Zimmer, Wroclaw University of Science and Technology, Poland  
Olufemi Adebayo Oladipo, Landmark University, Nigeria  
Júlia Szőke, Széchenyi István University, Hungary  
Mateja Brozović, University of Zagreb, Faculty of Economics and Business, Croatia  
Marcel Rolf Pfeifer, Brno University of Technology, Czech Republic  
Beata Gontar, University of Łódź, Poland  
Jessica Ong Hai Liaw, National Defence University of Malaysia, Malaysia  
Wojciech Żarski, Bydgoszcz University of Science and Technology, Poland  
Monika Fabińska, University of Lodz, Poland  
Danuta Strahl, University WSB, Poland  
Anna Mazurkiewicz, University of Rzeszów, Poland  
Camelia Slave, Bucharest University of Agronomical Sciences and Veterinary Medicine, Romania  
Elena Iadrennikova, Ural Federal University named after the first President of Russia B.N. Yeltsin, Russia  
Barbara Marciszewska, Gdynia Maritime University, Poland  
Joanna Perzyńska, West Pomeranian University of Technology in Szczecin, Poland  
Silviu Beciu, University of Agronomic Sciences and Veterinary Medicine of Bucharest, Romania  
Miroslaw Matusek, Silesian University of Technology, Poland  
Simona Cătălina Ștefan, The Bucharest University of Economic Studies, Romania  
Karolina Olejniczak, Poznan University of Technology, Poland  
Mihaela Popa, Politehnica University of Bucharest, Romania  
Jakub Horváth, University of Prešov, Faculty of Management and Business, Slovakia  
Dessy Isfianadewi, Universitas Islam Indonesia, Indonesia  
Irina Teodora Manolescu, Alexandru Ioan Cuza University, Romania  
Łukasz Brzeziński, Poznan School of Logistics, Poland  
Corina Larisa Bunghez, Bucharest University of Economic Studies, Romania  
Beata Sofrankova, University of Presov, Faculty of Management and Business, Slovakia  
Andreea Maier, Technical University of Cluj-Napoca, Romania  
Ika Permatasari, Universitas Negeri Surabaya, Indonesia  
Afroze Nazneen, Jeddah University, KSA  
Jelena Franjković, Josip Juraj Strossmayer University of Osijek, Croatia  
Rafał Prusak, Czestochowa University of Technology, Poland  
Andreea – Emanuela Drăgoi, Institute for World Economy, Romania  
Katarina Tomičić-Pupek, University of Zagreb, Faculty of Organization and Informatics, Croatia  
Renata Brajer-Marczak, Wroclaw University of Economics, Poland  
Florin Stoica, Lucian Blaga University of Sibiu, Romania

**Disclaimer:** The abstracts and papers included in these Conference Proceedings remain the work of the authors and represent their own research / opinion. IBIMA staff have had only non-editorial intervention.

It is IBIMA policy to make reasonable effort to send complete papers to two members of the program committee for full blind peer review and to send a summary of review back to the author(s)

Copyright @ 2021 International Business Information Management Association (IBIMA)  
Individual authors retain copyright on their authored papers. Please contact authors directly for reprint permission

**Table of Content**

Mobile Performance – Example of Website Performance Testing..... <i>Karol KROL</i>	1
Analyzing the Risks and Security of Electronic and Digital Money..... <i>Natalia V. GORODNOVA, Elena G. SHABLOVA, Dmitry L. SKIPIN, Anastasiya A. PESHKOVA and Ivan S. ROZHENTSOV</i>	5
Performance Evaluation of Chosen Graph Database Systems..... <i>Zbyszko KROLIKOWSKI, Izabela ROJEK and Bartłomiej DEBICKI</i>	14
Is The Twin Deficit Hypothesis Applicable in SSA Countries?..... <i>Gabriel Temesgen WOLDU</i>	27
Innovative Approaches To Public Employment Governance In Context of The Labor Market Transformation..... <i>Radmyla VOITOVYCH, Galyna KRAPIVINA, Iryna SURINA, Mieczysław DUDEK and Hennadii DMYTRENKO</i>	35
Customer Profile on The Holiday Property Market..... <i>Jarostaw SZREDER</i>	43
Can Workplace Well-Being Increase Readiness for Change? The Role of Psychological Capital ..... <i>Munawaroh, Saparuddin MUKHTAR, Ryna PARLYNA, Dediek Tri KURNIAWAN, Widya PARIMITA, Susan FEBRIANTINA and Syintia KHAIRUNNISA</i>	53
Remote Working During Covid-19 Pandemic Situation: Does It Affect Work Engagement? A Study Conducted Among IT Employees..... <i>Priya GEORGE and Sony VIJAYAN</i>	60
Students Performance after Completing Lower Secondary Education: Evidence from Romania..... <i>Octavian CEBAN, Ionela-Roxana GLAVAN, Andreea MIRICA, Marian NECULA, Roxana-Violeta PARTAS-CIOLAN and Liliana CATRINA</i>	67
Capsule Hotels for Ecotourism in Malaysia..... <i>Hasliza HASSAN, Muhammad Sabbir RAHMAN and Abu Bakar SADE</i>	77
Security In School in The Opinions of Primary and Secondary School Students. Third Part of Research..... <i>Ryszard SZYNOWSKI</i>	81
The Forecasting of Total Costs in The Enterprise in The Aspect of Security..... <i>Szymon MITKOW, Jarostaw ZELKOWSKI, Bartosz KOZICKI and Bogdan SOWA</i>	89
Analysis of Trends Affecting the Condition of The Public Relations Sector in Poland..... <i>Dariusz TWORZYDŁO, Norbert ŻYCZYŃSKI, Sławomir GAWROŃSKI and Przemysław SZUBA</i>	97
The Positives and Negatives and the Future of Home Office: A Review Study from the Czech Republic..... <i>Petra Horváthová and Katerina Kashi</i>	109
Analysis Of the Selected Effects of Conventional and Unconventional Machining of Monel 400 Alloy..... <i>Dariusz POROŚ and Paweł Karolczak</i>	119

Satisfaction In Business Relationships: Literature Review, Challenges and Perspectives..... <i>Carlos Javier AYALA-REGALADO</i>	128
Assessment Of Projects Financed from Structural Funds in the Sustainable Development Perspective..... <i>Zofia GRÓDEK-SZOSTAK and Jadwiga ADAMCZYK</i>	159
Shock Advertising of Online Insurance Services: Features and Analysis..... <i>Viktoriia SHUMKOVA and Olena SHUMKOVA</i>	166
The Design and Development of a Mobile Technology Solution to Self-Monitor Hypertension (HTN) And Improve Health and Fitness Levels Among Saudi Adults..... <i>Adel ALZHRANI, Valerie GAY and Ryan ALTURKI</i>	176
Consumer Awareness Versus Sustainable Practices Related to The End-Of-Life of Batteries in Poland..... <i>Jacek CZERNIAK and Anna GACEK</i>	187
The Specific Characteristics and Structure of Knowledge Workers in the Polish IT Sector - Results of Preliminary Self-assessment Research..... <i>Anna PIETRUSZKA-ORTYL</i>	199
Innovation Management as A Tool for Sustainable Development and Improving the Quality of Life of Societies..... <i>Aleksandra KUZIOR</i>	211
A Capacity Management Tool for Industrialization Projects..... <i>Marzieh AGHILEH, Anabela TERESO, Gabriela FERNANDES, Madalena ARAUJO, Hugo CARVALHO, Joana ALMEIDA and Victor PAIS</i>	217
Knowledge And Innovation Potential in Inter-Organizational Network Cooperation: A Study on Polish Clusters..... <i>Beata BARCZAK</i>	226
Methods of Teaching Distance Visual Auricular Express Diagnostics of Diseases by Means of Auricula Acupuncture Points..... <i>Viktor A. NEGREBETSKY and Viktor A. IVANOV</i>	238
Advantages And Disadvantages of Using Skype as A New Educational Tool During COVID-19 Pandemic Era..... <i>Viktor A. IVANOV, Natalya V. PŁAKSINA and Maya V. OVCHINNIKOVA</i>	240
Digital Literacy among Teachers – Mapping Theoretical Frameworks: TPACK, DigCompEdu, UNESCO, NETS-T, DigiLit Leicester..... <i>Lukasz TOMCZYK and Laura FEDELI</i>	244
Combining Professional and Private Life in Poland: Searching for the Consensus Between Employers And Employees..... <i>Mariola MIROWSKA and Izabela ZIEBACZ</i>	253
Communication System for Managing a Swarm of Unmanned Ground Vehicles..... <i>Krzysztof MALON</i>	260
Triage and Patient Flow Management in Emergency Department During the COVID-19: Sahloul and Hached Hospitals Case Study, Tunisia..... <i>Imen HAMZAOU, Aida BOUZIR and Saloua BENAMMOU</i>	265

The Formation of Entrepreneurial Competencies in the Modern Russian School..... <i>Mariia KONIAGINA</i>	273
Innovation – A Lead Determinant of Corporate Performance..... <i>Alexandra IOANID and Denisa ILIESCU</i>	286
ABAP CDS Views Performance Analysis in SAP HANA..... <i>Marek GAŁĄZKA and Jerzy SZYMAŃSKI</i>	293
Educational Innovation as A Non-Conventional Form of Support for Students Returning to Stationary Education After the SARS-CoV -2 Virus Pandemic..... <i>Aleksandra SIEDLACZEK-SZWED and Agata JAŁOWIECKA-FRANIA</i>	300
COVID-19 And Declines in The Number of Passengers Transported by Air in Europe..... <i>Bartosz KOZICKI, Szymon MITKOW, Bogdan SOWA and Paweł JAŚKIEWICZ</i>	309
The Role of Credit Financing for Capital Investments of The Real Economy Enterprises..... <i>Alexander M. Konorev, Maxim V. Barsukov and Lyudmila M. Osinevich</i>	323
Managing the Internationalization Processes of Universities..... <i>Aleksandra KUZIOR and Dariusz KRAWCZYK</i>	330
Impact of COVID -19 On Personal Finance of Gulf Returnees in Kerala..... <i>Ansalna MUHAMMED and T G MANOHARAN</i>	337
Reliability of Data Transmission Services in UAV-Based Surveillance Systems in a Real-World Operating Environment..... <i>Piotr LUBKOWSKI, Dariusz LASKOWSKI, Wojciech KACZMAREK and Szymon BORYS</i>	346
L'information : Un Enjeu Pour Le Financement Et La Performance Des Fusions Et Acquisitions..... <i>Mohammed IBRAHIMI and Mohamed FLAH</i>	358
Online Marketing Communication of Polish Cities During The COVID-19 Pandemic ..... <i>Agata NIEMCZYK and Aneta OLEKSY-GEBCZYK</i>	372
Mejora Continua, Basada En Una Nueva Metodología, Para La Optimización Del Proceso De Atención Al Cliente En Una Empresa Comercializadora De Alimentos..... <i>Guillermo PAUCAR</i>	383
On Research Directions in Coexistence Areas of Radar and Communication Systems..... <i>Mateusz WRÓBEL and Jan M. KELNER</i>	405
Maintenance Management System (MMS) for Vehicles Other than Wagons – Implementation of New EU Law..... <i>Rafał WACHNIK</i>	412
Knowledge Management in The Association of The Aviation Industry Entrepreneurs Group "Aviation Valley"..... <i>Marcin KŁAK</i>	420
Voluntary Versus Involuntary Forms of Employment: Evidence from Poland..... <i>Dominika BAK-GRABOWSKA</i>	432
Compliance of Government and Business Knowledge Generating Modes in CEE Countries..... <i>Davor Vlajcic</i>	440

The Global Exhaustion of The Rental Economy and The Prerequisites for The Transition to Industry 4.0..... <i>Alexey Sergeevich KHARLANOV, Wenhao SHEN, Maksim Mikhailovich NOVIKOV and Petr Aleksandrovich KOSTROMIN</i>	449
Organisational Factors and Enterprise Resources Planning System (ERPS) User’s Satisfaction; Study of Tanzania Public Sector..... <i>JOHN Yuslida</i>	456
Corporate Rebranding in The Banking Industry in The Shadow of Unfair Terms in Swiss Franc Loans: The Case Study of Mbank S.A..... <i>Natalia K. WOJCIECHOWSKA</i>	466
How to update the Securitisation Regulation?..... <i>Jolanta ZOMBIRT</i>	480
Covid-19 Pandemic: Threat, Opportunity or Accelerator? From Strategy Accelerator to Digital Acceleration..... <i>Cezar SCARLAT, Gabriela Doina STĂNCIULESCU and Dan A. PANDURU</i>	488
Organizational Commitment and Job Satisfaction in Health Professions: A Bibliometric Analysis..... <i>Maria Isabel Barreiro RIBEIRO, Celeste Cruz Meirinho ANTÃO and António José Gonçalves FERNANDES</i>	501
Opinions Of European Managers on Challenges in Contemporary Cross-Cultural Management..... <i>Agnieszka KNAP-STEFANIUK</i>	512
EU’s Energy Transformation Towards an Increased Share of Renewable Energy..... <i>Jadwiga ADAMCZYK, Zofia GRÓDEK-SZOSTAK, Gabriela MALIK and Agata NIEMCZYK</i>	522
Market Behaviour of Young Adults in The Area of Sharing Economy During The COVID-19 Pandemic – On the Example of Virtual Groups..... <i>Anna Irena SZYMAŃSKA</i>	536
A New Concept of Contemporary Marketing..... <i>Anna DRAPIŃSKA</i>	544
Conceptual IoT Framework for Geriatric Care Using Medical Error Prevention Techniques, Remote Monitoring and Computer-Assisted Clinical Decisions..... <i>Stefan-Rares DUMITRU, Ioana-Stefania DIACONEASA, Nora-Mohamed FAWZY RASHWAN HELAL, Radu-Vasile HANGANU, Antonela TOMA and Mirela Mariana STANESCU</i>	553
Forecasting in Times of Increasing Uncertainty..... <i>Tomasz KUSZEWSKI</i>	561
AI and ML Enabled BPM: A Novel Approach..... <i>Yvonne CUSTODIO-BACHILLER, Peter BUSCH and Gustavo GUZMAN</i>	568
Artificial Intelligence Technologies as One of The Elements of the Anti-Schoolshooting System..... <i>Mikhail Aleksandrovich ZHELUDKOV, Vladimir Evgenyevich KOVALEVSKY and Vladislav Eduardovich SUSHCHENKO</i>	579
Customer Past Due Reduction in Automotive Industry Using Six-Sigma Approach..... <i>Florina Daniela LASCU, Irina SEVERIN and Razvan Adrian GUDANA</i>	583

Nanofluids – How Far Are We in Vehicles Exploitation?..... <i>Iwona KRZYŻEWSKA</i>	598
Globalization And Cooperation: The New Global Infrastructure Formation..... <i>Elena Vyacheslavovna ZENKINA, Valery Maksimovich TUMIN, Natalya Vladimirovna IVINA and Petr Aleksandrovich KOSTROMIN</i>	604
Technological And Economic Aspects Essential in The Mining of Raw Materials and Their Use in The Production of New Grades of Molybdenum-Based Steels..... <i>Przemyslaw SZOPA and Maciej SARNEK</i>	611
Exploratory Study of Artificial Intelligence Based Hiring: Job Applicants’ Perspective..... <i>Milena KUŹNIN, Besim AGUŠAJ and Ivana TEPŠIĆ</i>	621
Managers' Job Satisfaction During the Covid-19 Pandemic: Is Nonlinear Management Satisfying?..... <i>Małgorzata ADAMSKA-CHUDZIŃSKA and Lech GÓRNIAK</i>	629
Alternative Energies in The Competitive Development of Rural Areas..... <i>Inna SOKHAN, Svitlana TERESHCHENKO, Vadym PETROV, Viktoriya VELIEVA and Olga KHLOPOTINA-GNATENKO</i>	639
Occupational Risks Assessment in Border and Inland Custom Offices..... <i>Gabriela NALBITORU and Irina SEVERIN</i>	647
Can Simple Neural Network Detect Blink? Effect Of Neural Network Topology on Raw Signal Classification..... <i>Krzysztof GALAS</i>	657
Development of a Methodological Approach to Assessing the State of Human Capital in Rural Areas and Agriculture..... <i>Iuliia V. NAROLINA, Tatiana V. SABETOVA and Andrey V. YAKOVLEV</i>	666
The Balance of Fundamental Social and Economic Rights of The EU In Light of The Charter of Fundamental Rights..... <i>Kazimierz STRZYCZKOWSKI</i>	677
Formative Usability Evaluation of vINCI Application..... <i>Dragoş-Daniel IORDACHE, Irina CRISTESCU, Ion Alexandru MARINESCU and Lidia BAJENARU</i>	683
Stablecoins and Perspectives of their Use in the Financial System..... <i>Dmitry KOCHERGIN, Alsu IVANOVA and Ekaterina SHESHUKOVA</i>	692
The Monitoring and Analysis of Threats to Food Safety and Quality Events as Per Various Information Sources Using the Example of a Selected Group of Food Ingredients – Oils and Fats..... <i>Magdalena PAZDZIOR, Paulina MITROSZ and Małgorzata KOWALSKA</i>	701
The Audit’s Subject Matter and the Auditor’s Opinion: Selection of an Audit..... <i>Nina K. GOGOLL</i>	711
The Organizational Culture – Genesis, Key Levels and Main Functions..... <i>Anna KOCHMAŃSKA</i>	720
Financial Protection of Old Age in The Opinion of Different Generations of Respondents..... <i>Maria PLONKA and Jolanta STANIENDA</i>	729

Environmental Security and Its Connection with Food Security: Practical Aspects on Example of Singapore <i>Paulina SZYJA</i>	739
Global Competition and Ways to Ensure Business Competitiveness..... <i>Run Zhang and Natalia Karmina</i>	745
The Influence of The Cross-Cultural Factor on The Formation of a Human Resource Management System in International Companies..... <i>Huabing Liu and Jielin Zhao</i>	751
Economic Development Problems in The Post-Pandemic World and Business Adaptation on The Example of a Chinese Company..... <i>Haijun Lu and Vladimir Grigoriev</i>	757
Features Of the Family Model of Corporate Management in China..... <i>Yi Wang and Victoria Chernova</i>	763
Marketing Strategy of a Chinese Company When Entering the International Market..... <i>Tianyu Yang and Aleksandr Z. Koberidze</i>	769
Analysis Of the Key Success Factors in The Oil Market of China National Petroleum Corporation (PetroChina)..... <i>E Fan and Tatiana Samuseva</i>	776
Risk Management in The Activities of International Banks In the Financial Market..... <i>Ying Guan and Vladimir Grigoriev</i>	784
Modern Directions of Increasing Competitiveness in The International Market on The Example of Guangzhou Goldshine Tech Co., Limited..... <i>Weichang Shi and Raju Mohammad Kamrul Alam</i>	790
Transformations Of the Chinese Tourism Sector During the Coronavirus Pandemic..... <i>Mingliang Xiao and Mohammad Kamrul Alam</i>	796
Changes In Logistics Services in The Transition to The Digital Economy..... <i>Xiaohui Zhou and Tatiana Samuseva</i>	802
CSR In Romanian SMES. Qualitative Insights – Review of Policies..... <i>Tomina SAVEANU, Alina BADULESCU and Daniel BADULESCU</i>	808
Corporate Responsibility Strategy as A Growth Factor for Companies Ningbo Xinle Electric Appliance Co., Ltd..... <i>Bingjie Jin and Aleksandr Koberidze</i>	812
Improving The Communication Strategies of The Tik-Tok Service in The Russian Market..... <i>Xiaoliang Kan and Olga Vasilyeva</i>	819
Effective Management of Subsidiaries in Commercial Banks on The Example of China Merchants Bank..... <i>Xiulian Zhang and Denis Paleev</i>	828
Business Risks of The International Company GREE Electric Appliances Inc. (GREE) In A Pandemic..... <i>Fei Zhou and Victoria Chernova</i>	835

System For Generating and Renewing Symmetric Cryptographic Keys for Sensor Network Nodes Using Lora Communication..... <i>Sebastian LESKA and Janusz FURTAK</i>	840
Défaillance Des Entreprises: Accessibilité Des Procédures Collectives Et Défauts Stratégique..... <i>Abdelhadi MANIANI and Salah Eddine NAJI</i>	847
Methods of Implementation of Lean Production Tools in A Modern Enterprise..... <i>Marina V. VERKOVSKAYA, Ekaterina V. MENSHIKOVA, Nina V. POTEKHINA, Tatiana G. TRUBCHENKO, Anatolii N. DREVAL, Zoya V. KRINITCYNA and Oleg V. KHAZANOV</i>	861
Has The Covid-19 Pandemic Changed Demand for Online Gig Work?..... <i>Izabela OSTOJ</i>	869
Property And Capital Structure of a Company in The Context of Its Financial Safety (On the Basis of Electromechanics Industry Companies Listed on Stock Exchange)..... <i>Anna LUDWICZAK</i>	876
Subjective Factors Determining the Development of Online Self-study Skills During the Global COVID-19 Pandemic - from The Perspective of Students' Experiences..... <i>Joanna KRZYŻAK AND Jolanta WALAS-TRĘBACZ</i>	885
Differences Between Managing Traditional Projects and Innovation Projects..... <i>Frederico ARAUJO, Anabela TERESO and Kathryn CORMICAN</i>	895
Online Shopping Behavior during COVID-19 Pandemic – Generation Z Perspective..... <i>Stefan-Alexandru CATANA, Cristina Petronela SIMION, Mirona Ana Maria POPESCU and Andreea BARBU</i>	904
Financial Wealth and Net-Worth During Covid-19 Pandemic Case Study: Romania..... <i>Florin PUCHEANU, Alexandru-Mihai BUGHEANU and Ruxandra DINULESCU</i>	911
Analysis Algorithm and Factors of International Economic Activity in The Coordinate System of Enterprises' Organizational Development..... <i>Sviatoslav KNIAZ, Nelli HEORHIADI, Lyubomyr SOPILNYK, Iryna KONOVALYUK, Yuriy TYRKALO, Ruslan SKRYNKOVSKYY, Svitlana MOROZ, Olena KALASHNYK, Mariana KHYMYZ and Khrystyna KAYDROVYCH</i>	923
Qualitative And Quantitative Assessment of The Human Potential of The Region (On the Example of The Central Federal District and The Voronezh Region) ..... <i>Natalia V. SHISHKINA, Tatiana V. SABETOVA and Ekaterina A. MAMISTOVA</i>	932
Management of Development Funds and The Phenomena of Suburbanization - Analysis of Selected Polish Cases..... <i>Lukasz KONOPIELKO and Jacek SIERAK</i>	939
Existing Legislative Solutions and Prospects for Improving the Quality of Atmospheric Air in Poland in Relation to The European Union Requirements for The Reduction of Harmful Emissions to The Atmosphere Planned For 2030..... <i>Przemysław SZOPA</i>	946
The Defining Elements of The Concept of Taxable Person Under EU Law – Critical Appraisal with Special Reference to The Polish Concept of VAT Taxpayer..... <i>Wojciech MARUCHIN</i>	953



Security of the Organization in The Context of The Data Protection Officer..... <i>Malgorzata KOCHANOWICZ</i>	963
Lessons Learnt from Implementation of Block Mode of Teaching in Universities..... <i>Nguyen Thi Thao TRINH, Amir Hossein GHAPANCHI and Afrooz PURARJOMANLANGRUDI</i>	967
Cost Estimation Process for Automotive Component..... <i>Razvan Adrian GUDANA, Irina SEVERIN and Florina Daniela LASCU</i>	976
The Impact of Changes in Housing and Energy Costs on Czech Households Due to Restrictions Applied in Response To COVID-19..... <i>Dana STARÁ</i>	986
The Sectoral Classification of Intellectual Capital Value..... <i>Krzysztof Adam FIRLEJ and Mateusz MIERZEJEWSKI</i>	997
Students' Intentions for Going Green - Extending the Pro-environmental Theory of Planned Behavior..... <i>Sanja PFEIFER, Marina STANIC and Djula BOROZAN</i>	1009
Selected Aspects of Civil Law in the Context of Digitalization..... <i>Marian HORVATH</i>	1018
Poland's Monetary Policy Challenges In 2020-2021..... <i>Ryszard MICHALSKI</i>	1023
Analysis Of the Romanian Educational Offer Regarding the Existing Situation at The Level of Specialization: Engineering and Management, And Business Administration..... <i>Andreea BARBU, Georgiana MOICEANU, Ștefan-Alexandru CATANĂ, Monica Claudia DUMITRA and Claudiu Adrian PURDESCU</i>	1032
Analyzing the Efficiency of the IT solutions in Supply Chain Management..... <i>Elena PUICA</i>	1040
The Development of Civil Service HR Policy Based on Modern Models of Public Administration: Experience from Poland..... <i>Agnieszka ŁUKASZCZUK</i>	1049
The Impact of the COVID-19 Pandemic on the European Union Economy – Selected Issues..... <i>Iwona PAWLAS</i>	1057
Disparities in Development in the Light of Taxonomic Research – Evidence from the European Union Countries..... <i>Iwona PAWLAS</i>	1069
Awareness of the Study as Prevention of Early Termination of Studies..... <i>Ivana Nekvapilova, Jolana Fedorkova and Eva Jiroušková</i>	1079
An Exploratory Study on Experiential Learning Laboratory for Multidisciplinary Training Through Face-to-Face and Online Modes: A Pilot Run on Customer Service Scenarios..... <i>Alvin Y.T. WONG</i>	1087
Data Mining as a Tool of Findings Anomalies in Demand for Information on Maritime Transport Security... <i>Elżbieta SZARUGA and Elżbieta ZAŁOGA</i>	1091

Text Mining as a Tool for Detecting Latent Variables for Modeling of Maritime Transport Security..... <i>Elżbieta SZARUGA and Elżbieta ZAŁOGA</i>	1105
Analysis of the Use of Industry 4.0 Technologies in the Enterprises of European Union Countries..... <i>Magdalena TUTAK</i>	1119
Evaluating the Level of Energy Security in Poland in relation to the European Union Member States..... <i>Magdalena TUTAK and Aleksandra BABULA</i>	1131
A Study of Risky Behaviors among Academic Communities during the SARS-CoV-2 Pandemic..... <i>Magdalena TUTAK and Andżelika POJDA</i>	1142
Leveraging Ensemble-Learning Techniques to Predict Student Academic Performance..... <i>Chin-Wei TEOH, Sin-Ban HO, Khairi Shazwan DOLLMAT and Ian CHAI</i>	1151
WLB And Job Satisfaction Changes During the Covid-19 Pandemic..... <i>Justyna PAWLAK</i>	1159
The Role of Local and Regional Authorities in Shaping the Sustainable Social Space..... <i>Anna MAKUCH</i>	1172
Main Challenges in The Path of Efficiently Managing Workforce Diversity..... <i>Radu Dan IRINI</i>	1181
Fitness Trainers' Price Policy: Evidence from Poland..... <i>Marcin KOMANDA</i>	1188
What Do Cyber- Attacks and Pandemics Have in Common? Some Lessons from The German Medical Practices Behaviour..... <i>Claudia PITTERLE</i>	1194
Properties of T-Student Significance Test in Asymmetric GARCH Time Series Modeling..... <i>Krzysztof SZYMONIAK-KSIAŻEK</i>	1198
Objective Factors Determining the Development of Online Self-study Skills During the Global COVID-19 Pandemic - from The Perspective of Students' Experiences..... <i>Joanna KRZYŻAK and Jolanta WALAS-TRĘBACZ</i>	1207
The Threat of Information Asymmetries for Supply Chain Management Processes..... <i>Frauke KEMPNER</i>	1217
Labor Migration Analysis of Healthcare Workers between United Kingdom and Slovak Republic..... <i>Marcel KORDOŠ</i>	1220
Weather-Based Healthcare for Asthma Knowledge Management..... <i>Radiyah HAQUE, Sin-Ban HO, Ian CHAI, Chin-Wei TEOH and Khairi Shazwan DOLLMAT</i>	1229
The Efficiency of a Service Provider in A Pandemic..... <i>Kamila URBANŃSKA and Agnieszka PARKITNA</i>	1236
E-Governance and Human Capital in Public Authorities as the Elements of System Interaction..... <i>Anastasiya ILYINA</i>	1250
Psychological Aspects of E-Learning: Face Perception (Theoretical-Experimental Research)..... <i>MATVEEV Mikhail</i>	1259

An Empirical Approach in Driving Performance in A Malaysia Public Service Sector..... <i>Mazni ALIAS, Yusliana ISMAIL, Adedapo OJO and Nur Farhana Lyana AMERUDDIN</i>	1268
The Evolution of Innovation Indicators throughout the Romanian Regions during the 2014-2019 Time Period..... <i>Darie GAVRILUT and Daniel BADULESCU</i>	1278
Food Security in Romania..... <i>Andreea D. GIUCA and Claudiu F. LACEANU</i>	1283
It's All a Game: Strategies and Scenarios in Open Sharing Spectrum..... <i>Cristina PETCU, Alex RADOI, Mircea MECHE-IONUT, Antonela TOMA and Mirela Mariana STANESCU</i>	1293
Impact Of COVID-19 On Profitability of Banking Sectors In CEE ..... <i>Pawel NIEDZIOLKA</i>	1300
Forecasting Scientific and Technological Development of the Russian Federation..... <i>Elena V. SIBIRSKAYA, Olesya A. STROEVA, Innara R. LYAPINA and Maria A. VLASOVA</i>	1307
Strategic Planning as an Instrument of Public Administration in the Field of Scientific and Technological Development of Russia..... <i>Elena V. SIBIRSKAYA, Innara R. LYAPINA, Olesya A. STROEVA, Elena V. PETRUKHINA and Elena V. DUDINA</i>	1321
The Relationship Between Entrepreneurship and Shadow Economy: A Cross-Country Study..... <i>Dan-Andrei COCA and Carmen NASTASE</i>	1325
Analysis of Quality Maturity of Polish Automotive Enterprises Using EFQM And MBNQA Models..... <i>Zbigniew WISNIEWSKI, Malgorzata WISNIEWSKA and Michal PASZKOWSKI</i>	1333
Transformation Management Capabilities for Digital Transformation Initiatives: A Construct Conceptualization in Alignment with the Dynamic Capabilities Framework..... <i>Daniel LUKITO, Suharnomo SUHARNOMO and Mirwan S. PERDHANA</i>	1343
Mapping Media Skills on The Economic Curriculum..... <i>Elena V. TEMNOVA</i>	1354
BPM Governance in Industry 4.0: The Dynamic BPM Approach..... <i>Marek SZELAGOWSKI, Justyna BERNIAK-WOZNY and Michał TUZ</i>	1358
Institutional Shape of Entrepreneurship in Poland..... <i>Ewa GRUSZEWSKA</i>	1365
Transparency of Business and the Achievement of Sustainable Development Goals in Ukraine..... <i>Inna Berzhanir, Anatolii Berzhanir, Liubov Shachkovska, Bondaruk Ihor and Osadchuk Nataliia</i>	1373
Estimation of Attraction of External Sources of Financing in Economy of Ukraine..... <i>Inna Berzhanir, Anatolii Berzhanir, Liubov Shachkovska, Bondaruk Ihor and Osadchuk Nataliia</i>	1377
The Cumulative Approach in the System of Scientific Knowledge and Its Application to the Development of Regional Innovation System..... <i>Olga SMYSLOVA, Natalia IVANOVA, Anastasia KOKOREVA, Timofei BASHLYKOV and Natalia MOROZOVA</i>	1381

Improving Customer Experience with The Use of Lean Management in Public Services..... <i>Anna LUDWICZAK</i>	1388
Public Policies – Aspects regarding the Origins, Significance, Conceptual Approaches..... <i>Florina POPA</i>	1396
Consumer Engagement on Facebook and Purchase Intention..... <i>Shafiq AL-HADDAD, Ahmad ABUSEIR, Alaa AL NUIMAT, Areen BISHARAT, Khalid AL HAJJ and Sofyan ABU SHREIHA</i>	1405
Photovoltaics as One of The Most Innovative and Effective Renewable Resources in Poland..... <i>Renata CABAN</i>	1412
The Impact of the COVID-19 Pandemic on The Profitability of Business Entities Operating in The Horeca Industry in Poland in 2020 Based on Financial Statements..... <i>Sabina ROKITA</i>	1423
Peculiarities of Teacher Professional Development in Ukraine Under Implementation of Secondary School Reforms..... <i>VANDA VYSHKIVSKA, OLEKSANDRA SHYKYRYNSKA, YULIYA ZAPOLSKA, YULIJA PEREHUDA, OLENA VOICHUN, VIRA MOLOTYLNKOVA, OLENA MALINKA and INNA LOBACHUK</i>	1433
Identification of Determinants of Innovative Development..... <i>Maciej SZCZEPANCZYK and Pawel PIETRAS</i>	1442
Can The Digital Transformation Solve the Complexity Challenge? Three Case Studies in The Valves Industry..... <i>Lino CODARA and Francesca SGOBBI</i>	1449
Use of Innovative Approaches to Public Quality Management of Educational Services in The Conditions of Public Transformations in Ukraine..... <i>Olena AKHMEDOVA, Lyudmyla AVEDYAN, Nana GVAZAVA, Hanna SHUMSKA and Alina ZILINSKA</i>	1458
The Role of Banks of the BRICS Countries in Financing Innovation Projects..... <i>Ruslan I. KHASBULATOV, Svetlana A. GUSAROVA, Igor V. GUSAROV and Margarita S. SMERETCHINSKII</i>	1464
Solutions Used by Polish Power Engineering Companies Registered in EMAS In Order to Reduce Emission of Air Contaminants..... <i>Jadwiga NYCZ-WRÓBEL</i>	1471
Medical And Economic Management Aspects of Activities in Selected Countries in Face of First Wave of COVID-19 Pandemic. Comparison of Activities Undertaken in Poland, Germany and The United States..... <i>Marcin BOBRUK and Zbigniew WISNIEWSKI</i>	1480
Career Perception and Professional Development According to Gender..... <i>Klaudia BLACHNICKA</i>	1493
Social Influence and Elderly Smartwatch Adoption: A Conceptual Model..... <i>Irina CRISTESCU, Dragoş-Daniel IORDACHE and Ovidiu BICA</i>	1500
Review of Performance Indicators in TPM And New Approach to Calculating MTTR..... <i>Mikolaj SZYMKOWSKI, Krzysztof JOZWIK and Zbigniew WISNIEWSKI</i>	1504

Educational Innovation as A Solution to Educational Problems in the COVID-19 Era..... <i>Grzegorz SZYMANSKI and Andrzej GRANDYS</i>	1508
Assessment And Forecasting of The Parameters of The Business Climate of Russian Manufacturing Industries..... <i>Elena V. SIBIRSKAYA, Lyudmila V. OVESHNIKOVA, Irina Y. VLADYKO and Anna N. ZUEVA</i>	1517
Selected Methods of Securing Portable Computers for Transport In The 1980s: A Retrospective Analysis... <i>Karol KROL</i>	1530
Industry 4.0 And Training Factories for Data Generation and Verification..... <i>Miroslav MALAGA and Zdeněk ULRYCH</i>	1542
Sharing Economy and The Quality of Young Adults' Life as Seen by Members of Internet Groups..... <i>Anna Irena SZYMAŃSKA</i>	1551
Imperatives of Global Governance in the Field of Military Security: The European Context and Ukraine..... <i>Anatoliy KALYAYEV, Larysa NOVAK-KALYAYEVA, Taras STUKALIN, Volodymyr MOTORNYI and Lesia RUDENKO</i>	1560
Insights From Ukrainian Students on Distance Learning During the Covid-19 Pandemic..... <i>Svitlana DIDKIVSKA and Tetiana A. VAKALIUK</i>	1569
Economic Security and the Forecasting of Employee Dismissals as A Building Block for Creating a Personnel Strategy..... <i>Bartosz KOZICKI, Szymon MITKOW, Jarostaw TOMASZEWSKI and Paweł JAŚKIEWICZ</i>	1579
Livestock Herding in Polish Mountainous National Parks as An Element of Sustainable Regional Development..... <i>Kamila MUSIAL</i>	1591
World Practice of Financing Science and Innovation..... <i>Oleksandr BOHASHKO</i>	1597
Whistleblowing Intention in Malaysian Public Sector: The Perspectives of Self-efficacy, Empathy, Ethical Leadership and Power Distance..... <i>Noridayu ABDULLAH SANI, Abdullah Sallehuddin ABDULLAH SALIM and Nahariah JAFFAR</i>	1607
Impact of the Covid-19 Pandemic on The European Railway Market with Special Consideration Given to Poland..... <i>Igor KAVETSKYY and Grażyna ROSA</i>	1620
Challenges And Perspectives of Introducing Performance Budgeting in Polish Local Government..... <i>Magdalena INGLOT</i>	1628
Solving Adaptive Security Architecture with SOAR..... <i>Yuriy LANDOVSKYY and Tetiana BABENKO</i>	1635
Optimization and Intelligent Approach to Big Data Storage..... <i>Ayoub SGHIR and Najat RAFALIA</i>	1639
Do Big Data Formats Impact on Processing Performance? Some Initial Findings on Apache Spark..... <i>Mariusz-Julian CLUCI and Marin FOTACHE</i>	1646

Overtourism – The Antecedents of The Notion, Impact Monitoring and Future Perspectives..... <i>Patrycja BRANKA</i>	1655
Applying IT Systems to Diagnose the Operation of Mining Machinery..... <i>Jarostaw BRODNY</i>	1662
Ranking Assessment of Renewable Energy Use in the Central and Eastern European Countries..... <i>Jarostaw BRODNY</i>	1671
The Role and Importance of Comprehensive Management Systems in Enterprises Concerned with Hard Coal Exploitation..... <i>Jarostaw BRODNY</i>	1681
Ontology of Scientific Content in Scientific Social Networks..... <i>Oleg GRIMOV</i>	1691
Scientific Social Networks as A Subject of Sociological Research: Theoretical and Methodological Aspects..... <i>Oleg GRIMOV</i>	1695
Bullwhip Effect Intensity in Automotive Industry: Short Loop Supply Chain Case Study..... <i>Attila TURI</i>	1699
The Use of Autoencoders in Reducing the Dimensions of Survey Results..... <i>Henryk MARJAK</i>	1706
Female Leadership: Obstacles and Opportunities..... <i>Marta TAVEIRA and Susana SILVA</i>	1713
Social Media in Small and Medium-Sized Businesses – Discussion of Potentials and Risks..... <i>Nicole WASSENBERG</i>	1724
The Stage of Fulfilling the Real Convergence: The Case of Romania..... <i>Ioana M. MINDRICAN, Elena F. MATEI and Miruna M. VASILCA</i>	1730
Innovative Transformations of Ukraine's Public Administration on The Digital Instruments Development... <i>Nataliia ORLOVA, Ivan DRAGAN, Tykhon YAROVOI and Iuliia MOKHOVA</i>	1739
Individual Moral Ideologies and Dyadic Ethical Leadership Research..... <i>Marian STANČÍK</i>	1747
Modeling the Joint Train Timetabling and Track Maintenance Planning Problem Using Constraint Programming..... <i>Maciej HOJDA</i>	1757
Developing A Comprehensive Financial Inclusion Index..... <i>Miruna M. VASILCA, Ioana M. MINDRICAN and Elena F. MATEI</i>	1765
The Technology of Organizing Binary Classes In "Russian Language and Culture of Speech" And "Foreign Language" As A Mechanism for Preparing Students for Professional Skills Competitions According to Worlds kills Standards..... <i>Lyudmila N. DEGTERENKO, Elena A. KONYAEVA, Natalya Yu. KORNEEVA, Mikhail V. KOZHEVNIKOV, Irina V. LAPCHINSKAYA, Svetlana G. LITKE, Larisa N. PAVLOVA and Irina G. SAMSONOVA</i>	1774

The Future of Regional Electromobility in Poland..... <i>Monika ZIÓŁKO, Patryk STAWIARSKI and Piotr BUŁA</i>	1781
The Impact of The Pandemic on The Quality of Asset Management – Analysis of The Effectiveness of Investments in Stocks of Medical Companies Listed on the WSE..... <i>Wioletta SKRODZKA</i>	1791
The Right Social Media Strategy – Approaching and Defining the Right Strategy for Small and Medium Sized Businesses..... <i>Nicole WASSENBERG</i>	1799
Overview of The Evolution of Insolvency Companies in Romania..... <i>Veronica GROSU and Ancuta A. CHELBA</i>	1803
COVID-19 Pandemic’s Impact on Company Activities in Romania..... <i>Corina - Ionela DUMITRESCU, Natalia MANEA, Răzvan – Marian MARINESCU, Nicoleta NICULESCU, Răzvan – Mihai DOBRESCU and Roxana – Adriana PUIU</i>	1817
Comparative Research on Leadership Styles In SMES, Based on Hofstede’s Cultural Model..... <i>Laurentiu-Stelian MIHAI</i>	1823
Neural Network Models Application to Medical Diagnostics Problems..... <i>Natalia A. SHCHUKINA</i>	1832
Selected Legal Aspects of Home Office in the Context of the COVID-19 Pandemic..... <i>Silvia BARNOVA and Slavka KRASNA</i>	1840
Relations Between Creativity, Education and Job Experience in Municipal Company in Poland..... <i>Marek JABŁOŃSKI, Jakub BARTAK and Łukasz JABŁOŃSKI</i>	1844
The Impact that Human Resources Have on the Products Quality in a Glass Manufacturing Company: Case Study..... <i>Marcin Olkiewicz</i>	1858
Constitutional Economics and Constitutional Financial Control..... <i>Valentina Viktorovna KOMAROVA, Vitaly Vladimirovich GOSHULYAK, Gleb Vladimirovich SINTSOV and Danil Evgenievich FEOKTISTOV</i>	1867
Modern And Promising Vectors of State Policy in The Coastal Territories of Russia: Opportunities and Risks in The Context of Cross-Border Interaction..... <i>Nikolay V. GONTAR</i>	1871
Generation Differentiation of Shopping Behavior – FMCG Products: Evidence from an Emerging Market... <i>Stefan-Alexandru CATANA, Andreea BARBU and Iustina-Cristina COSTEA-MARCU</i>	1879
The Digital and Paper Maps as Substitute Goods Offers on Electronic Auction Platform..... <i>Dariusz GRABARA</i>	1890
Corporate Social Responsibility, Stock Returns and Risk: Evidence from Polish Stock Market..... <i>Pawel PERZ</i>	1898
Language Competences of Socially Maladjusted Youth..... <i>Ewa MAŁACHOWSKA</i>	1905

Linguistic And Cultural Image of HOME Among Rehabilitated Youth..... <i>Joanna KULWICKA-KAMIŃSKA and Karina SZAFRAŃSKA</i>	1916
Effective Family Communication as A Strong Adolescent Protecting Factor..... <i>Patrycja JURKIEWICZ and Karina SZAFRAŃSKA</i>	1923
Approach To Determining the Science and Innovation Funding Impact on The Socio-Economic Development of The EU Countries and Ukraine..... <i>Ihor MATYUSHENKO, Valery REZNIKOV, OLGA TOFANIUK and ALONA ZINCHUK</i>	1929
A Multi-Criteria Model for Assessing Photovoltaic Panels..... <i>Dorota GAWRONSKA</i>	1943
Multidimensional Analysis of Human Deaths in Europe During The COVID-19 Pandemic in Terms of Economic Security..... <i>Bartosz KOZICKI, Jarosław ZELKOWSKI and Agnieszka LISOWSKA</i>	1951
Barriers And Stimulators of Effective Leadership..... <i>Katarzyna M. Puszko</i>	1961
Conceptualization of Effective Leadership..... <i>Katarzyna M. Puszko</i>	1972
Shaping Leaders Through Business Games..... <i>Katarzyna M. PUSZKO</i>	1981
The Impact of Select Institutional and Cultural Factors on The Growth Rate of Women's Electoral Representation in Select European Union Member States Towards Achieving Equal Participation of Both Genders..... <i>Malgorzata NIEWIADOMSKA-CUDAK</i>	1993
The Impact of The Labor Force in The South – East Region During The COVID-19 Crisis..... <i>Daniela – Lavinia BALASAN, Florin – Marian BUHOCIU, Cristinel FERȚU</i>	2007
Information Support of Adaptive Management in Agriculture..... <i>Andrey V. ULEZ'KO, Maxim S. TRUNOV and Valerii V. REIMER</i>	2013
Is It Government Duty to Ensure Cybersecurity for Citizens? Empirical Evidence from Poland..... <i>Grzegorz STRUPCZEWSKI</i>	2017
Digital Ecosystems as A Tool for Ensuring Integration Interactions in Agro-Food Complex..... <i>Andrey V. ULEZ'KO, Konstantin D. NEDIKOV and Valerii V. REIMER</i>	2027
The Market Knowledge in The Industrial Markets: Dimensions and Conditions..... <i>Amina BENALI</i>	2032
Analysis of Merchandising System in Metro Cash and Carry LLC..... <i>Tatiana G. TRUBCHENKO, Ekaterina V. MENSHIKOVA, Nina V. POTEKHINA, Anatolii N. DREVAL, Zoya V. KRINITCYNA, Oleg V. KHAZANOV, Nataliya V. SHAFTELSKAYA and Marina V. VERKOVSKAYA</i>	2037
Future Occupations of Economics Graduates in the Opinion of Academic Staff and Managers..... <i>Hubert OBORA, Matgorzata TYRAŃSKA, Maciej WALCZAK and Angelika WODECKA-HYJEK</i>	2043



Satisfaction of University Students with Distance Learning During The COVID-19 pandemic..... <i>Joanna FLICINSKA-TURKIEWICZ, Anna BECZKOWSKA and Radoslaw SKROBACKI</i>	2052
ViTeach: A Virtual Learning Environment for Modern Education..... <i>Irina M. VARZARU, Bianca E. NICA and Antonela TOMA</i>	2066
Efficiency Increase of Social Infrastructure Managing Factors in Resource-Extractingregions..... <i>Svetlana U. GASNIKOVA, Svetlana V. DANILOVA, Vasilij A. NAUMOV and Vera S. PETROVA</i>	2075
Implementation of the Space Strategy and National Space Legislation in Poland..... <i>Elzbieta MRENCA</i>	2079
Safety Issues of Bulk Cargo Maritime Transport: Seafarers Viewpoint on Risk Factors Occurrence..... <i>Ludmila FILINA-DAWIDOWICZ, Joanna SEK and Aleksandra KULETA</i>	2085
Russian Experience in Implementing E-Government Procedures..... <i>FILONENKO V. Natalia, SHAKHVOROSTOV I. Georgiy and VOLKOVA G. Anna</i>	2092
The Culinary Tourism Within the Danube Delta Biosphere Reserve..... <i>Ionica SOARE, Maria Magdalena TUREK RAHOVEANU, Viorica GUTAN, Constanta Laura AUGUSTIN (ZUGRAVU), Loredana Adriana SAGHIN (DIMA), Ludmila MOGILDEA and Gheorghe Adrian ZUGRAVU</i>	2097
E-Service Quality Y Brand Image Y Su Relación Con El E-Trust, La E-Satisfaction Y La Intención De Recompra Del Cliente En Tiendas Online De Productos Para Mascotas..... <i>Melany Ginella MOGOLLÓN HIDALGO, Valeria Cristina PEREZ CORTEZ, Hector Jose MENDOZA CUELLAR and Martín Alonso MAURICIO ANDIA</i>	2101
New Challenges for Socio-Cyber-Physical Systems Management..... <i>Vladimir BUDANOV, Irina ASEEVA, Vladimir ARSHINOV and Anna MAYAKOVA</i>	2111
Theoretical Foundations of Bricolage, Stakeholder Synergy and Effectuation: Towards the Conceptualization of Dynamic Capabilities..... <i>Magdalena DOMINICZEWSKA</i>	2117
The Importance of The Hard and Soft Skills of Economic Graduates in the Opinion of Academic Staff and Managers..... <i>Hubert OBORA, Małgorzata TYRAŃSKA, Maciej WALCZAK and Angelika WODECKA-HYJEK</i>	2124
Agri-Food Competition Trends in EU And The USA, Review..... <i>Ludmila MOGILDEA, Ina MOGILDEA, Constanta Laura AUGUSTIN (ZUGRAVU) and Gheorghe Adrian ZUGRAVU</i>	2133
Crowdfunding - Is It a Chance for Enterprises to Cope with A Pandemic Crisis?..... <i>Michał NOWICKI</i>	2137
Is It Time for A Crisis of Trust? Case of CD PROJEKT RED Game Development Studio and Their "Masterpiece" – Cyberpunk 2077 Premiere..... <i>Michał NOWICKI</i>	2156
Economy of Russia: Development Trends, Forecasting, Efficiency..... <i>Lyudmila V. OVESHNIKOVA, Elena V. SIBIRSKAYA, Svetlana V. KULIKOVA and Galina E. GOLKINA</i>	2170

A Preliminary Study on Information Systems Bachelor Graduates' Intention to Pursue a Master Program in Computing..... <i>Marin FOTACHE, Florin DUMITRIU and Nicolai ROMANOV</i>	2178
The Folk Music Instrument Identification, Ocarina as An Example..... <i>Krzysztof TYBUREK</i>	2188
Improvement To an Ankle Foot Orthosis Using Variable Thickness Lattice Structures..... <i>Vlad-Cristian ENACHE, Cristian-Vasile DOICIN and Mihaela-Elena ULMEANU</i>	2197
Evaluation The Effectiveness of Talent Development Programs In Large Companies: Case of Sheremetyevo International Airport..... <i>Tatiana V. VOLCHENKO</i>	2207
Influence of Different Fuzzifiers on The Effect of The OFNBEE Algorithm..... <i>Dawid EWALD</i>	2215
Mathematical Modelling and Optimization of An Industrial Activity Using a Queuing Model..... <i>Andrei-Robert CIULEI, Bianca-Maria CĂRNU and Elena-Corina CIPU</i>	2227
Increasing The Efficiency for Transport Problems in A Pandemic Context..... <i>Vladut A. MIELU and Simona M. BIBIC</i>	2232
Introduction To the Folksonomy of The Community Part of Wikipedia..... <i>Janusz DOROZYNSKI</i>	2238
Using Managed Replication in Reliable Information Systems..... <i>Cezar TOADER</i>	2245
Integration Potential of Russia in The Caspian Basin: Comparative Advantages and Risks..... <i>Nikolay V. GONTAR</i>	2254
Exploratory Research Regarding the Adoption of Disruptive Technologies Before and During the Pandemic Crisis: A Comparative Case Study..... <i>Ana-Maria NEDELCEU, Daniela ZAMFIR, Cristinel BĂLAN, Monica-Lavinia DAN and Andra-Luisa PREDA</i>	2262
Leadership In the Evolutionary Aspect..... <i>Katarzyna M. Puszko and Stanisława Ostasiewicz</i>	2270
Selection of Staff and Shaping the Competences of Future Officers, Taking into Account the Model Kalos-Kagathos on The Example of The Training System in The Greek Army..... <i>Agnieszka TAUROGIŃSKA and Teresa KUPCZYK</i>	2280
Integration of the Green Economy into Industry: A Comparative Analysis of Russian and World Practices... <i>Ekaterina Pavlovna MOCHALINA, Galina Vladimirovna IVANKOVA, Maria Aleksandrovna KALMYKOVA, Inna Dmitrievna DANILUSHKINA and Mikhail Alekseevich PUTIN</i>	2290
Awareness of Cybercrime – The Need to Be Up to Date..... <i>Mariusz BEDNARCZYK and Łukasz KOĆ</i>	2295
Analysis of the Connection Between the Digital Economy and Society Index and Economic Growth. The case of Romania..... <i>Alina CRISMARIU (SOMITCA), Sorin SOMITCA and Elena HLACIUC</i>	2304

Study on the Implementation of Sustainable Education in European Union..... <i>Manuel Mihail MOMETE and Daniela Cristina MOMETE</i>	2314
Social Expenses of Commercial Banks in Poland..... <i>Zbigniew KORZEB</i>	2321
Impact of the FIDIC Contract Conditions on The Implementation of the Construction Projects in Poland..... <i>Beata BARCZAK and Mateusz RICHTER</i>	2329
Signaling Theory in Human Resource Management..... <i>Lucja WALIGÓRA</i>	2341
Inspirations For Research on Age Diversity..... <i>Lucja WALIGÓRA</i>	2345
The Impact of The Skilled Workforce on The Entrepreneurial Environment in The South – East Region..... <i>Daniela Lavinia BALASAN, Florin Marian BUHOCIU, Silviu STANCIU and Laura Delia ANGHELUȚĂ</i>	2349
COVID-19 Impact on Company Strategies: A Meta-Analysis on Supply Chain Sustainability and Green Supply Chain..... <i>Miroslav MANDEL and Marcel Rolf PFEIFER</i>	2355
Gas Hazard Monitoring Systems in Hard Coal Mines in Poland..... <i>Dorota PALKA and Konrad TRZOP</i>	2368
Financial Resilience amid Covid-19 Pandemic: Lesson from Locals in the Southern Beach of West Java..... <i>Agung W. HANDARU, Usep SUHUD and Saparuddin MUKHTAR</i>	2377
When Immersion Can Help? How Virtual Reality Affects Different Brain-Computer Interfaces..... <i>Adrianna PISZCZ</i>	2384
Moroccanization of the Banking Sector..... <i>Taoufik AIT BOUCHGOUR and Tayeb BIAD</i>	2395
Automated Greenhouse Self-Controlled Farming Fields..... <i>Fahad Almansour</i>	2402
Exploring The Effects of Size and Strategic Networking Among SMES In Divergent Institutional Environments..... <i>Bojan MORIC MILOVANOVIC, Maja BASIC and Zoran BUBAS</i>	2409
Peculiarities of Platform Firms’ Internationalization in the Context of Latest Theories of International Business and Strategic Management..... <i>Milena M. BALANOVA, Oleg V. BODIAGIN and Inga A. MEZINOVA</i>	2418
The Phenomenon of Knowledge Hiding in The Perspective of Today’s Market Challenges - Literature Review and Research Concept..... <i>Anita PROSZOWSKA</i>	2426
Valores Percibidos como Factores Determinantes de las Intenciones de Compra Online en e-Commerce..... <i>Martin A. MAURICIO, Johana M. AGUIRRE and Marucia M. MAURICIO</i>	2436
The Role and Significance of Intercultural Competence in The Work of Contemporary Managers. Polish Managers’ Opinion..... <i>Agnieszka KNAP-STEFANIUK and Łukasz BURKIEWICZ</i>	2447

Social Communications in the Post-Pandemic ‘New Normality’ ..... <i>Wojciech SŁOMSKI</i>	2455
Public Companies’ Cash and Accrual Rates of Return in Selected European Countries During the Coronavirus Pandemic..... <i>Tomasz MAŚLANKA</i>	2461
Impact of COVID-19 On the Introduction of Euro in The Republic of Croatia..... <i>Berislav BOLFEK, Dario VIŠTICA and Jurica BOSNA</i>	2469
Job Burnout A Great, Non-Existent Problem?..... <i>Anna MACZASEK</i>	2477
Propensity to Use Additional Forms of Retirement Security in The Context of the Current Retirement Age in Poland..... <i>Wanda SULKOWSKA</i>	2492
UE Regulations On 5G Cybersecurity..... <i>Urszula SOLER</i>	2502
Application of Model Tests to Diagnose the State of Methane Hazard in The Mining Production Process..... <i>Dorota PALKA</i>	2509
The Methodology for Forecasting of Prices for Innovative Products with Reference to Quality Change in Time..... <i>GREKOV Igor Evgenevich, RIABININA Natalie Ivanovna, SEMENOVA Elena Mikhailovna, TEREKHOVA Lidia Anatolievna and TRUBINA Irina Olegovna</i>	2517
Analysis of the Sensitivity of The Efficiency Indices of Innovative Projects to The Adjustment of Prices Related to The Product Quality..... <i>GREKOV Igor Evgenevich, DOROFEEV Oleg Vasilyevich, NOVIKOV Sergey Vladimirovich, MEKSHENEVA Zhanna Vladimirovna and TRUBIN Alexander Evgenevich</i>	2524
Actitud Y Responsabilidad Del Consumidor Verde: Una Aproximación Al Green Marketing En Latinoamérica..... <i>Martin A. MAURICIO, Ana K. JIRALDO, Jimena. CALMET and Héctor J. MENDOZA</i>	2534
Section: Technology and Management Topics of Interest Section: Operations Research Controlling Corporate Working Asset Management..... <i>Gryzunova N.V., Khvostova A.A., Pyatanova V.I and Shuvalova E. B.</i>	2543
Evaluation of Developments in the Mortgage Market in Relation to the Covid-19 Pandemic in the Czech Republic..... <i>Linda Pudilová and Lucie Severová</i>	2556
Business Model for An Ehealth Monitoring System: RO-Smartageing Case Study..... <i>Maria GHEORGHE-MOISII, Monica BARBU and Cristian PETRACHE</i>	2563
Experts In Teaching and Co-Teaching in Grammar Schools..... <i>Zuzana SVOBODOVA and Jaroslav VETESKA</i>	2571
Risk Analysis of Economic and Physical Availability in Food Emergency in The Czech Republic..... <i>Eva LUKÁŠKOVÁ, Kateřina PITROVÁ, Zdeněk MÁLEK and Helena VELICHOVÁ</i>	2580

European Union Transnational Cooperation in Two Programming Periods: 2007-2013 and 2014-2020..... <i>Marek PRONIEWSKI and Emilia JANKOWSKA-AMBROZIAK</i>	2592
Technology Transfer and Innovative Performance of The European Union’s Member States In 2018..... <i>Marek PRONIEWSKI and Joanna Bogna ZIELINSKA</i>	2599
A Firm Approach to National Competitiveness: The Role of Multinational Firms in Country’s Global Competitiveness..... <i>Inga A. MEZINOVA, Janetta B. AMIRKHANYAN, Oleg V. BODIAGIN and Milena M. BALANOVA</i>	2609
Online Brand Experience En Relación a Satisfacción, Calidad Percibida, Brand Trust, Intención De Compra Y Lealtad En Canales Digitales De E-Fashion Retail..... <i>Mireya Lucia PEREDO PAREDES, María Teresa VARGAS ORTIZ and Hector Jose MENDOZA CUELLAR</i>	2614
Modern State and Tendencies in Agricultural Land Use..... <i>Angelina O. PASHUTA, Elena V. VORONTSOVA, Maxim A. CHERNYKH and Tatiana V. CHASTUKHINA</i>	2623
Economic Changes in Poland during the Time of Covid-19..... <i>Andrzej GRANDYS and Grzegorz SZYMANSKI</i>	2629
Compra por Impulso y Aplicativos de Comida: El Rol Mediador de la Navegación Hedónica..... <i>Martin A. MAURICIO, Juan J. QUINTANA and Yesenia M. VIGO</i>	2641
Cryptocurrencies As Security on Property in Polish Criminal Law..... <i>Lukasz BUCZEK</i>	2651
Administrative Monetary Penalties for Non-Compliance with Sanitary Restrictions from The Perspective of Polish Constitutional Law..... <i>Pawel NOWOTKO</i>	2656
The Right of Set-Off as A Way to Settle Accounts Between Entrepreneurs..... <i>Michal WOJDALA</i>	2662
Regional Stakeholders in the COVID-19 Crisis – Problems and Challenges..... <i>Joanna KUDEŁKO, Karol WAŁACHOWSKI and Dariusz ŻMIJA</i>	2667
How To Measure the Non-Measurable – The Design of a Tool for Studying the Organizational Culture of Businesses Operating in The Era of Industry 4.0..... <i>Katarzyna Szymańska</i>	2680
The Attractiveness of Earnings in The Military in The Opinion of Generation Z..... <i>Janusz Materac</i>	2692
Charity Crowdfunding Effective Campaign: Indonesian Case..... <i>Ignatius N. HARIWIBOWO, Chrissentia E. WULANDARI and Djoko B. SETYOHADI</i>	2702
Digitalization of Financial Management in The Practice of An International Chinese Company..... <i>Zhiwen Duan and Elena Egorycheva</i>	2714
The Impact of Foreign Investment on The Chinese Companies’ Development..... <i>Ping Jia and Elena Kolganova</i>	2721
The Role of Innovation in International Business on The Example of The Midea Group..... <i>Shaomin Li and Tatiana Ushkats</i>	2728

Problems of Developing Effective Corporate Strategies by An International Company..... <i>Ruipiao Lian and Alexey Chernov</i>	2733
Problems of Ensuring the Competitiveness of a Chinese Company in International Sales Markets..... <i>Junjian Lu and Robert Voskerichyan</i>	2739
Identification of Determinants of Participation in Esports Games and Quality Assessment of Live Game Streaming Services - A Research Proposal..... <i>Marcin SZOSTAKOWSKI and Jacek WINIARSKI</i>	2745
Properties of Some Simulation-Based Point Estimators..... <i>Krzysztof SZYMONIAK-KSIĄŻEK</i>	2752
Social Support and Satisfaction with Life in Families with Low Financial Status Raising a Child with ASD During the Pandemic Covid-19..... <i>Anna Gagat-Matula</i>	2759
The Acceptance Level of The Role of Robots in Workplaces and Homes During The COVID-19 Pandemic - Research Proposal..... <i>Zuzanna BORDA and Jacek WINIARSKI</i>	2767
Marketing And Logistics Management in The Hard Coal Sector..... <i>Izabela SZTANGRET and Kornelia PRZEDWORSKA</i>	2771
Risks and Opportunities in Post-Covid-19 Resilience Programs..... <i>Emilia Cornelia STOICA and Liviu RADU</i>	2789
On Aly's Permutation Test for Variance Equality..... <i>Wojciech GAMROT</i>	2797
Impact of Legislative Changes on The Sense of Legal Security on The Part of Polish Entrepreneurs in The Times of SARS-Cov 2 Coronavirus Pandemic..... <i>Igor POGONOWSKI and Marcin OLKIEWICZ</i>	2804
Architectural Modelling of Processes to Handle Public Tasks in The Electronic Platform Environment..... <i>Jaroslav WILK and Boleslaw SZAFRANSKI</i>	2817
The Impact of Central Bank Monetary Measures on the Czech Mortgage Market..... <i>Kamila VESELA</i>	2826
Assessment of the Attitude of The Citizens of The Czech Republic to The Development of Czech-Chinese Trade Relations..... <i>David KRIZEK and Kamila VESELA</i>	2832
Impact of Age on The Gender Pay Gap in The Czech Republic..... <i>Kamila Veselá</i>	2840
Project Management Is an Industry with High Barriers to Entry: A Case Study..... <i>Anna STASIUK-PIEKARSKA and Artur WŁODARCZYK</i>	2847
Optimal Strategies of Foreign Banks to Enter the Russian Market on The Example of Pingan Bank Co., Ltd..... <i>Hui Ma and Timofey Mazurchuk</i>	2854

Improving The Company's Activities in The Field of Consulting Services in The International Market..... <i>Jinsi Wang and Denis Paleev</i>	2860
Formation of a Positive Image of The Company in The International Market..... <i>Xinying Han and Yuliana Solovieva</i>	2867
Digital Transformation of Global E-Commerce Leader Amazon During the Coronavirus Pandemic..... <i>Wang Rui and Vladimir Grigoriev</i>	2873
Perspectives of Bank International Development: Case of Wells Fargo & Co..... <i>Hang Shu and Elena V. Kolganova</i>	2879
Improving The Corporate Governance System at Shanghai Wellmax Lighting Industry Co., Ltd..... <i>Wu Cheng and Timofey Mazurchuk</i>	2887
Marketing Strategies of An International Company in Russia..... <i>Qingyun Wei and Robert Voskerichyan</i>	2893
The Competitiveness of COFCO Through Transnational Development..... <i>Tengzhong Xu and Elena V. Kolganova</i>	2898
Applying Marketing Strategies of Chinese Online Platform Yuanfudao to Enter International Markets in A Pandemic..... <i>Fang Zhan and Denis Paleev</i>	2903
The Chinese Company's Entry into International Markets as A Growth Point for The Business..... <i>Peng Zhang and Maxim Chernyaev</i>	2909
Managing Performance: Are All the Innovation KPIS Relevant?..... <i>Alexandra IOANID and Denisa ILIESCU</i>	2916
Study of the Spatial Heterogeneity of The Economy of Russian Regions..... <i>Lyudmila V. OVESHNIKOVA, Elena V. SIBIRSKAYA, Olga G. LEBEDINSKAYA and Alexander G. TIMOFEEV</i>	2921
The Proposal of Virtual Reality Model for Hotel Front Office Employees Training..... <i>Stepan CHALUPA, Martin KOTEK, Jan HUSAK, Jakub STEJSKAL, Michal KOTEK, Martina PERUTKOVA, Jirina JENCKOVA and Martin KOCOUREK</i>	2929
Green Economy: Categorization of Development Directions..... <i>Katarzyna GRZYBOWSKA and Patrycja HOFFA-DĄBROWSKA</i>	2936
Preliminary Research of a Medical Security Culture in A Private Radiotherapy Center in Poland..... <i>Malgorzata WISNIEWSKA</i>	2949
Public Opinion towards Advertising in Saudi Arabia..... <i>Marwah Adnan ALAHMADI and Kamran SIDDIQUI</i>	2957
A new 2-of-2 Multisignature for Cryptocurrency..... <i>Mariusz JURKIEWICZ</i>	2964
Antecedentes De La Satisfacción E Intención De Continuidad De Uso En Aplicativos Móviles De Delivery. <i>Liseth CARBONELL, Renata VARGAS and Manuel Luis LODEIROS-ZUBIRIA</i>	2972

Antecedentes De La Satisfacción Y Lealtad En El Sector Microfinanciero..... <i>Renzo AGUILAR, Oscar BOHORQUEZ and Manuel Luis LODEIROS-ZUBIRIA</i>	2981
Determinantes De La Adopción De Monederos Digitales: Riesgo, Confianza E Imagen De Marca..... <i>Jesús LAVADO, Laura NAVARRO and Manuel Luis LODEIROS-ZUBIRIA</i>	2991
Talking Cyberwar: Does Commitment to the Global Cybersecurity Agenda indicate Cyberthreat Readiness? <i>Ada PETER, Tolulope KAYODE-ADEDEJI and Esther OMEMU</i>	2999
Benchmarking Implementation of Artificial Intelligence in Social Networks..... <i>Fan Fei and Victoria CHERNOVA</i>	3005
The Use of Marketing Strategies by International Companies in The Russian Market..... <i>Chao Fu and Anna Korenevskaya</i>	3013
Optimization of Business Processes to Improve the Efficiency of Company Management in The International Market..... <i>Zhijie Huang and Robert Voskerichyan</i>	3019
The Strategy of Promoting the Unionpay in The Global Market: Problems and Solutions..... <i>Yue Ji and Alexey Chernov</i>	3024
Features of the Construction of a Communication Strategy in The Chinese Market by The Example of Moutai..... <i>Luo Jun and Anna Korenevskaya</i>	3030
Strategic Planning of The Company's Entry into Foreign Markets in The Context of The New Economic Reality (COVID-19)..... <i>Erlong Ke and Tatiana Ushkats</i>	3036
The Strategy of The International Business of The Chinese Company in The International Market..... <i>Xiaqing Li and Aleksandr Koberidze</i>	3042
Features of Human Resource Management in A Foreign Company..... <i>Linghui Meng and Robert Voskerichyan</i>	3048
Innovation As a Strategic Advantage in The Market on The Example of Jinwanhong Industrial..... <i>Xuejing Wang and Natalia Sakharchuk</i>	3053
Increasing Market Capitalization as The Goal of The Financial Strategy of An Investment Company..... <i>Shuyu Wu and Raju Mohammad Kamrul Alam</i>	3059
Digitalization Processes in A Pharmaceutical Company..... <i>Xu Chaoqun and Elena Kolganova</i>	3065
The Impact of New Financial Technologies on The International Financial Market as Exemplified by Postal Savings Bank of China Co., Ltd..... <i>Zhengbo Yu and Anna Korenevskaya</i>	3070
Improving The Corporate Governance System with The Application of Digital Transformations Necessary to Support the Management Decision-Making Process in The Company..... <i>Wenjuan Zhang and Anna Korenevskaya</i>	3075



Regional Specialisation and Geographic Concentration of The High-Tech Sector in European Union Countries.....	3082
<i>Małgorzata JUCHNIEWICZ and Magdalena ŁADA</i>	
Motives And Causes of Migration of Health Workers for Work Abroad.....	3090
<i>Paulina SROVNALIKOVA, Vaida BACIULIENE and Valentinas NAVICKAS</i>	
Integration of Organisations on Information Level.....	3095
<i>Dariusz Put and Jakub Kanclerz</i>	
The Influence of Technology Developments on Communication Disorder in the areas of Social and Emotional Activities.....	3106
<i>Pascal Muam MAH and Iwona SKALNA</i>	
Healthcare Financing and its Impact on the Physician Staffing in Medical Facilities in Slovakia.....	3114
<i>Emilia KRAJNAKOVA and Sergej VOJTOVIC</i>	
Smart City's as An Innovative Concept for Green Transport Management: A Case Study of a Euroregion City.....	3122
<i>Jaromir MYSŁOWSKI</i>	
Reasons and Consequences of Low Level of Financial Inclusion of People with Disabilities and Deterioration the Situation during Pandemic Covid-19.....	3131
<i>FRĄCZEK Bożena</i>	
Multiplataformas Online En Supermercados: Calidad De Servicio, Satisfacción Y Lealtad Online.....	3137
<i>Nicol ALMONTE, Ximena MEDINA and Manuel Luis LODEIROS-ZUBIRIA</i>	
Purchase Decision Attitudes and Their Impact on Satisfaction of Supermarket Customer.....	3145
<i>Grzegorz BIESOK and Jolanta WYRÓD-WRÓBEL</i>	
Local Stores Customers' Experience in The Context of Their Sustainable Purchase Behaviours.....	3155
<i>Grzegorz BIESOK and Jolanta WYRÓD-WRÓBEL</i>	
Using Highly Interactive Mobile Apps for The Teaching and Learning Process.....	3169
<i>Julian FURDU, Cosmin TOMOZEI, Cosmin GRIGORAS, Valentin ZICHIL and Vlad CIUBOTARIU</i>	
Heritage Interpretation and Its Role in Developing Literary Tourism in Gdańsk.....	3178
<i>Monika GUT-WINIARSKA, Maria CHOMKA and Jacek WINIARSKI</i>	
The Key Success Factors for Smartphones VIVO Communication Technology Co. Ltd in Overseas Markets	3186
<i>Chengsheng Liu and Natalia Sakharchuk</i>	
The Perception of Quality Costs and Their Calculation in The Hospitality Industry Based on The Example of The Historic Hotels Association from Poland.....	3192
<i>Wojciech SADKOWSKI and Krzysztof SALA</i>	
Simple Methods for Detecting Fake Signatures Among Biometric Signatures.....	3203
<i>Rafał WITKOWSKI and Bartosz ZALESKI</i>	
Enemy Surrounding Inspired Optimisation Algorithm: Introduction and Tests.....	3214
<i>Jan BAUMGART</i>	
Methods for Assessing the Commercial Success of a Computer Game.....	3227
<i>Yevhen HRABOVSKYI and Katarzyna SZYMCZYK</i>	

Holding Managerial Positions by Women in the Aspect of Discrimination on the Labor Market..... <i>Anna WALECKA</i>	3237
Female Entrepreneurship and Smart Specialisation Policy - Critical Review and Theoretical Framework..... <i>Magdalena KOGUT-JAWORSKA</i>	3248
The Impact of The COVID Pandemic on The Lending of Banks Operating in Poland..... <i>Małgorzata Białas and Izabela Emerling</i>	3254
Change of Students' Online Behavioural Patterns During the COVID-19 Pandemic: Insights from Poland... <i>Dariusz DYMEK, Mariusz GRABOWSKI and Grażyna PALIWODA-PEKOSZ</i>	3263
The Influence of Fractional Calculus in Sequential Models with Low Neuron Count..... <i>Stefan-Razvan ANTON, Sandra-Ioana JIDOVEANU and Antonela TOMA</i>	3273
The Budget of a Local Government Unit on The Example of The City of Czestochowa During The SARS-Cov-2 Pandemic..... <i>Magdalena Roman</i>	3284
Personal Competence Profile as A Format of Interaction Between a University Graduate and An Employer in The Context of Digitalization of Life ..... <i>Lyudmila N. DEGTERENKO, Elena A. KONYAEVA, Liliya M. BAZAVLUTSKAYA, Natalya Yu. KORNEEVA, Lyudmila A. KOSTRYUKOVA, Larisa N. PAVLOVA, Olga N. SHVARTSKOP and Natalia A. VASILKOVA</i>	3289
Official Development Assistance and Demography: South and Central Asia Case..... <i>Aleksandra. RABCZUN and Zakaria. TALOUNI</i>	3297
Electronic Freight Exchange as A Tool to Support Enterprise Cost Management Based on Feedback from Trans.Eu Users..... <i>Stawomir SKIBA</i>	3306
Potential Role of Hospitality Business in Saving Pollinators..... <i>Denis VASILIEV</i>	3317
Bar-Coded Trash Bags as A Way to Streamline Municipal Waste Management..... <i>Karolina GWARDA</i>	3323
Permutation Tests for Comparing Multidimensional Populations in Economics Research..... <i>Dominika POLKO-ZAJAC</i>	3329
A Review of Workforce Satisfaction and its Role in Organizational Performance..... <i>Selma GUTMEN and Fredrick MUMALI</i>	3337
Una Intención De Compra Anunciada: Jóvenes Y Smartphones..... <i>Martin A. MAURICIO and Flavio I. HONORIO</i>	3343
On Flow Consolidation Modelling in Urban Congested Areas..... <i>Armand - Serban STERE and Alina – Eugenia ROMAN</i>	3354
The Level of Digital Transformation of The Regions as A Factor of The Efficiency of The Digital Economy <i>Vladimir V. GLINSKIY, Leonid K. BOBROV, Mikhail A. ALEKSEEV, Kirill A. ZAYKOV, Yuliya N. ISMAIYLOVA and Kristina S. YUSHINA</i>	3367

Portfolio, Program, Project - Teams Structure on The Example of a Strategic Project Carried Out at The Silesian University of Technology in Poland..... <i>Karolina WIELICKA-GANCZARCZYK, Joanna BARTNICKA and Anna WALIGORA</i>	3371
The Impact of Computerisation on The Implementation of The Right to Justice in Civil Cases in The Time of the COVID-19 Pandemic..... <i>Daniel KWIATKOWSKI</i>	3381
Testing on the Basis of the Likelihood Function in Financial Auditing..... <i>Grzegorz SITEK</i>	3386
Fiscal Decentralization in The European Countries: A Cluster Analysis Approach..... <i>Alicja SEKULA and Kamila ADAMOWICZ</i>	3392
Management of Technology as A Tool for Building a Sustainable Competitive Advantage in The Age of Circular Economy and Industry 4.0..... <i>Robert BLAZLAK</i>	3405
Assessment of the Importance of Product Innovation as A Factor That Influences Consumer Purchasing Behaviors Illustrated by The Example of Convenience Food..... <i>Grzegorz SUWAŁA</i>	3414
Digital Architects: Providing Solutions for Long Term Development..... <i>Alexandra-Maria DANILET</i>	3427
Self-Assessment of The Qualitative Maturity of The Organization..... <i>Wiesław ŁUKASIŃSKI and Anna SZARŁOWICZ POLAND</i>	3434
Covid-19 And Border Restrictions: Tourism and Geopolitical Impact..... <i>Asma EDAOUDI, M'bark HOUSSAS and Abdelhaq LAHFIDI</i>	3443
Mobile Apps as a Tool to Shape Transport Services and Transport Behaviour of Residents: a State of Art and Recent Developments on the Example of Poland..... <i>Grzegorz DYDKOWSKI and Anna URBANEK</i>	3448
Cross-national Macro Analysis of Household Expenditures for Daily Mobility: An Exploratory Study in Europe..... <i>Anna URBANEK</i>	3456
Audio On the Internet: History and Evolution of Podcasts..... <i>Martin KUČHTA</i>	3465
Sustainability in Project Management..... <i>Laura TRIFAN and Anastasia STANILOIU</i>	3472
The Attractiveness of Investing in E-commerce in Terms of Developing Customer Behavior when Shopping Online..... <i>Matej CERNY, Anna HAMRANOVA, Anita ROMANOVA and Aniko TOROKOVA</i>	3486
Oncological Patients' Willingness to Share Data in An Underperforming Healthcare System: The Case of Poland..... <i>Maria LIBURA, Joanna FLICINSKA-TURKIEWICZ, Bartosz SEKIEWICZ, Jakub RUTKOWSKI and Magdalena WLADYSIUK</i>	3496

Milk Market Research in The Member States of The European Union..... <i>Violeta GAGU (LEOCÁ), Gheorghe Adrian ZUGRAVU and Mirela Gianina CALU</i>	3509
Ethylene Emission and Turgidity/Senescence of Refrigerated Apples..... <i>Mirela CALU, Violeta LEOCÁ and Adrian ZUGRAVU</i>	3514
Building A Sentiment Indicator Index for Investment Assets Based on Natural Language Processing..... <i>Jakub Kanclerz</i>	3520
Modernization of Social Management System at Consolidated District Level in A Climate of Decentralization Reform in Ukraine..... <i>Liudmyla ILICH, Ihor YAKOVENKO, Olena AKILINA and Alla PANCHENKO</i>	3527
State Policy of Liberal Reforms in Ukraine: Reasons for Implementation Difficulties, Tasks for The Future <i>Oleksiy VALEVSKYI</i>	3536
Theoretical Aspects of Location Theory..... <i>Paweł ŁOPATKA and Aleksandra RABCZUN</i>	3544
Impact of Technology on the World Finance..... <i>WÓJCIK-CZERNIAWSKA Agnieszka</i>	3551
Organisational Learning and Perceived Employability: A Model-Based Approach..... <i>Sylvia WISNIEWSKA, Kamil WISNIEWSKI and Robert SZYDŁO</i>	3557
Big Data Analytics - Meaning, Differences and Benefits..... <i>WALDEMAR OSMOLSKI, KAROLINA KOLINSKA and PIOTR NOWAK</i>	3567
Domains Affected and Bookkeeping Records Incurred Due to Covid-19 Pandemic..... <i>MARIA MORARU</i>	3578
Energy Transformation – The Polish case..... <i>Dorota NIEDZIOLKA and Bartosz SOBIK</i>	3584
The Influence of The Covid-19 Pandemic on The Food Sector – Various Aspects..... <i>Magdalena NIEWCZAS-DOBROWOLSKA and Tadeusz SIKORA</i>	3594
Knowledge and Perception of Food Terrorism by Consumers in Poland..... <i>Magdalena NIEWCZAS-DOBROWOLSKA</i>	3599
The Impact of the COVID-19 Pandemic on Exports – The Perspective of Polish Companies..... <i>Sylvia TALAR, Małgorzata DZIEMBAŁA and Joanna KOS-ŁABĘDOWICZ</i>	3605
Dispositivos de Comunicación e Información y Desarrollo Regional..... <i>James León PARRA-MONSALVE</i>	3615
Bibliometric Study on the Accounting – Taxation Relationship..... <i>Nicoleta-Iulia POPESCU-BODEA, Marian SOCOLIUC and Mihaela-Ionela STANCIUC (SOCOLIUC)</i>	3618
Perception of Influencer Marketing in the Slovak Republic..... <i>Miriam GARBAROVA, Rebecca VERHAAR and Lukas VARTIAK</i>	3627
Experimental Study of the Effect of Different Milling Methods on the Surface Quality of Armour Steel Armox 500T..... <i>Marek KOŁODZIEJ</i>	3635

Lifestyle And Well-Being in Pandemic Experiences of Polish Consumers..... <i>Lukasz KUTA and Wanda PATRZALEK</i>	3649
Impact of Selected Factors on Poultry Death During Transportat and Implications In The Form of Finsancial Losses..... <i>Krzysztof TERESZKIEWICZ, Piotr ANTOS, Wojciech RYBCZYK and Lukasz KULIG</i>	3659
Study on the Effects of the COVID-19 Pandemic on Romanian Businesses..... <i>Cristina Elena BIGIOI, Andreea Mirabela BUDULAN and Adrian Doru BIGIOI</i>	3666
Differences In Consumer Behaviour Regarding Disposal of Unnecessary Products in The Context of Municipal Waste Management..... <i>Izabela OSTROWSKA</i>	3679
Financial Services Risk Management in The Context of a Pandemic..... <i>Feng Yongqiang and Denis Paleev</i>	3686
Prospects of Chinese «Smart Home» Technologies in The Russian Market..... <i>Feng Ping and Olga Vasilyeva</i>	3692
The Role of The GREENWOOD Business Park in Increasing the Volume of Trade Between China and Russia..... <i>Guobai Yang and Elena Kolganova</i>	3701
Context Analysis of Determinants in Attracting FDI by Emerging Economies Under the Effects of Covid-19..... <i>Anatol MELEGA, Anamaria Geanina MACOVEI, Veronica GROSU and Marius Sorin CIUBOTARIU</i>	3706
Expansion and Containerization of Pre-trained Deep Learning Models for the Stanford Dogs Data Set..... <i>Emil RYBACZEWSKI-JLASSI, Krzysztof DŁUGOKEŃCKI, Paweł KACZMAREK, Rafał SZADKOWSKI and Zbigniew PIOTROWSKI</i>	3716
Pandemic Impact on Financial Strength of Cities of East Poland..... <i>Jacek SIERAK</i>	3723
Social Competences of Enterprise Employees on The Labor Market During Pandemic Covid – 19..... <i>Bartosz SYLWESTRZAK and Stanisława OSTASIEWICZ</i>	3731
Migration – After A Year of Covid-19..... <i>Nicoleta Luminita POPESCU (GROAZNICU), Oana Camelia IACOB, Cristi RACEANU and Magdalena ANTON (MUŞAT)</i>	3740
The Role of Communication and Public Relations in Enhancing Academic Research Promotion..... <i>Ioana Julieta JOSAN</i>	3748
The Circular Economy Within Hospital Units in Romania..... <i>Rareş Cosmin NICORICI and Ana - Maria BORES</i>	3757
Networks, Revenues and Enterprise Value: Metcalfe’s Law Revisited..... <i>Przemysław POMYKALSKI</i>	3763
Determinant Factors Influencing the Decisions of Generation Y And Z To Invest on Capital Markets..... <i>Mihaela TULVINSCHI, Anamaria-Geanina MACOVEI, Maria GHERMAN and Iulian DASCALU</i>	3772

Homelessness in Kuala Lumpur: What Do They Really Need?.....	3781
<i>Noor Ashikin MOHD ROM, Al-Mansor ABU SAID, Nurbani MD HASSSAN and Rishetra VAMALATITHAN</i>	
Investigating People’s Perception Towards the Homelessness.....	3785
<i>Noor Ashikin MOHD ROM, Rishetra VAMALATITHAN and Nurbani MD. HASSSAN</i>	
Applying Improved Bee-Inspired Algorithm for The Vehicle Routing Problem.....	3787
<i>Oskar SKUBISZ, Hubert ZARZYCKI, Marta WINCEWICZ-BOSY and Dawid EWALD</i>	
Factors That Influenced University ABC Social Media Engagement Result: A Study Case Among University ABC.....	3799
<i>Nursuhada JEKRY, Nurhidayah HASHIM and Mohd Yusof MUSTAFFAR</i>	
Diversity of Innovation Interpretation: Case Studies of Innovative Solutions in Seaports.....	3809
<i>Adrianna KARAS</i>	
The Role of Algorithms in Structuring Online Communities: The Case of Youtube.....	3815
<i>Barbara CYREK</i>	
Evaluation of Deep Neural Networks-Based Acoustic Modelling Techniques Used for Low-Quality Polish Speech Recordings.....	3820
<i>Leszek GAJECKI, Marek JASZUK, Teresa MROCZEK, Leszek PUZIO and Grazyna SZOSTEK</i>	
Spatial Analysis of The Level of Digitalization of the Information Society in the Selected European Macroregion.....	3830
<i>Katarzyna ZEUG-ZEBRO</i>	
Tips And Tricks Teachers Can Learn from Twitch Streamers to Improve the Online Live Lesson Experience.....	3842
<i>Irina-Miruna RADU</i>	
The Impact of COVID-19 Pandemic on the E-Government Development and on The Reduction of Digital Exclusion.....	3848
<i>Magdalena FRĄCZUK and Aldona PIOTROWSKA</i>	
Fintech Disruption: An Introspection.....	3856
<i>Sorin SOMITCA, Alina CRISMARIU (SOMITCA) and Anamaria BORES</i>	
Strategic Change: Strategic Change Indicators - Practical Approach.....	3865
<i>Jan Makary FRYCZAK</i>	
PPP Parking Facilities in Poland on the Background of International Parking Policy Development.....	3873
<i>Joanna MIKLINSKA</i>	
Bibliometric Analysis of The Artificial Intelligence- Accounting Binomial.....	3881
<i>Gabriela STAFIE, Veronica GROSU, Marian SOCOLIUC and Simona-Maria BRINZARU</i>	
Performance Insights on the National Evaluation in Romania.....	3891
<i>Octavian CEBAN, Ionela-Roxana PETCU, Andreea MIRICĂ, Marian NECULA, Roxana-Violeta PARTASCIOLAN and Liliana CATRINA</i>	
Trust As a Factor of Crisis Communication During Pandemic Period in SME Companies on The Example of Translation Agency.....	3896
<i>Marcin JAWORSKI</i>	

Applied Basic Simulation and Methodology of Possible Attacks on Soft Targets in Cities..... <i>Radomir SCUREK</i>	3900
Communication- Dialogue- Ecumenism..... <i>Tadeusz MĘDZELOWSKI</i>	3906
Human Resource Development in The Pandemic Context..... <i>Alina Natalia POP, Corina M. RADULESCU, Rita TOADER, Florina HAHN, Diana IGHIAN and Izabela RUS</i>	3908
Model of Sustainable Development of Maramures County During the Pandemic..... <i>Izabela RUS, Corina M. RADULESCU, Rita TOADER, Gratiela BOCA and Cezar TOADER</i>	3917
Valuation of Intellectual Property Rights - Copyrights to Audiovisual Works: An International Comparison of Copyright Management Organizations..... <i>Paweł KOSSECKI, Oguzhan AKIN and Jacek WACHOWICZ</i>	3926
Electromobility As an Element of The European Green Deal Assessment of the Level of Development and Deployment of Charging Stations..... <i>Magdalena KAUP, Wojciech ŚLĄCZKA, Anna WIKTOROWSKA-JASIK, Joanna SĘK, Wojciech Lewicki</i>	3937
A Semi-Systematic Review on High Reliability Organizational – The Top Areas of Research Interest..... <i>Karolina Wielicka-Ganczarczyk</i>	3947
Determinants of Budget Balance in Local Government in the Process of Achieving Fiscal Sustainability - Evidence from Poland..... <i>Paweł GALIŃSKI</i>	3958
Risks of Sociotechnical Convergence in Digital Era..... <i>Vitaly ZOTOV, Irina ASEEVA, Vladimir BUDANOV and Viktoria BELKINA</i>	3966
The Role of Emotional Intelligence in Employees Psychological Distress During COVID-19 Pandemic..... <i>Siti Sarawati JOHAR and Mohamad Isa AMAT</i>	3971
Game Modding as An Informal Source of Brands in Virtual Worlds of Computer Games..... <i>Magdalena Hofman-Kohlmeyer</i>	3979
Activating Teaching Methods in Higher Education on The Example of Student Consulting..... <i>Magdalena Hofman-Kohlmeyer and Irena Dudzik-Lewicka</i>	3988
Analysis of Chosen Behavioural Effects as A Driving Force of Altruism..... <i>Vojtech KONARIK and Ales MELECKY</i>	3998
Customer Insight-led Nutraceutical's Product Innovation Development..... <i>Kitti SUPCHUKUN, Kris ANGKANAPORN, Teerapong YATA and Paima ISRASENA NA AYUDHYA</i>	4007
Village Tourism, a case of the commodification of place and conservation in Samiran Village, Central Java, Indonesia..... <i>Umar Baihaqi, Abdul Rahman and Rosita Adiani</i>	4015
The Role of Social Capital in Boycotting Products During Crisis and Recovery: A Cross-Country Analysis.. <i>Grzegorz ZASUWA, Agnieszka MAREK, Grzegorz WESOŁOWSKI and Joanna NIEWIADOMA</i>	4020

Quality of Life of Young Adults During The COVID-19 Pandemic..... <i>Magdalena ADAMCZYK-KOWALCZUK</i>	4025
Critical Factors for The Development of a Smart, Sustainable and Resilience Mobility Ecosystem in A Circular Economy..... <i>Urszula MOTOWIDLAK and Agnieszka BUKOWSKA-PIESTRZYŃSKA</i>	4031
Burden On the Environment and Environmental Protection Expenditures in EU Countries..... <i>Maciej OESTERREICH and Emilia BAREJ-KACZMAREK</i>	4039
Coopetition as a Factor of Common District and Municipality Competitiveness in Poland – Case Study..... <i>Tomasz SMIETANKA</i>	4050
Development of Russian Youth Entrepreneurship Amid COVID-19 Pandemic..... <i>Valery V. SMIRNOV, Anna N. ZAKHAROVA, Galina S. DULINA, Nina G. GUBANOVA, Tamara V. TALANOVA, Julia Y. KLYKOVA and Moris N. Yaklashkin</i>	4057
Sustainable Food Systems – Focus on Organic Farming of Fresh Fruits and Vegetables..... <i>Gabriel POPESCU, Marian Catalin CUCU and Ioana PANAIT</i>	4066
Public Aid and Its Particular Role in The System of State Aid in Poland and European Union (Concept of The Research)..... <i>Magdalena KOGUT-JAWORSKA</i>	4075
Urban Traffic Management as Regards the Proper Allocation of Pedestrian and Cyclist Flows..... <i>Barbara GALINSKA, Jolanta LABUCH AND Dominik MALINOWSKI</i>	4080
Warehouse Infrastructure Management as Regards the Most Important Determinants of a Warehouse Facility Location..... <i>Barbara GALINSKA</i>	4090
Foreign Migration Trends of European Union Citizens in The Second Decade of the 21st Century..... <i>Iwona BĄK, Anna BARWIŃSKA-MALAJOVICZ and Paweł HYDZIK</i>	4099
Accounting Software Selection Criteria for International Companies and User Satisfaction..... <i>Enikő LÓRINCZOVÁ, Tomáš RAIN and Aydin MALDAN</i>	4106
Comparison of the Tax System of The Czech Republic and Germany:Tendency to A Uniform Concept and Definition of National Specifications..... <i>Jana HINKE, Tomáš RAIN and Renáta KRAJČÍROVÁ</i>	4112
Remote Working During Pandemic of COVID-19 In Poland: Selected Aspects..... <i>Anna BARWINSKA-MALAJOWICZ, Iwona BAK and Radosław PYREK</i>	4120
Greenwashing As Unethical Green Marketing Activities..... <i>Ilona PENC-PIETRZAK</i>	4127
Public Investment Projects in the Conditions of Changing Risk Factors..... <i>Krzysztof JAROSINSKI and Benedykt OPALKA</i>	4136
Financing Methods and Efficiency of Public Investments in Accordance with Strategic Planning..... <i>Benedykt OPALKA and Krzysztof JAROSINSKI</i>	4143



Effects of Green Human Resource Management Practices on Employee Green Behaviour in A Higher Education Institution.....	4150
<i>Chee Kuan OOI, Azlinzuraini AHMAD, Khatijah OMAR, Monizaihasra MOHAMED, Ahmad Munir Mohd SALLEH and Ahmad ALBLOUSH</i>	
Information Systems – From A Systematic Literature Review to A Modern Vision of a Resilient System.....	4162
<i>Roberto PAIANO, Luca MAINETTI and Anna Lisa GUIDO</i>	
Statistical Analysis of Urbanisation Sustainability in The European Union Countries.....	4172
<i>Joanna PERZYŃSKA</i>	
Substantiation of the Process of Developing a Scorecard for A Comprehensive Evaluation of Hop Growing.	4182
<i>Nadezhda DANILOVA, Evgenii IVANOV, Liia MALININA, Sergei KHRISTOLIUBOV and Mariia TOLSTOVA</i>	
Social Media Marketing as A Tool for SME Brand Performance; A Study of Selected SMES In Ibadan, Oyo State, Nigeria.....	4190
<i>Kelechi C. CHUKWUDI, Adewale O. OSIBANJO, Bolanle P. BOLODEOKU and Chijindu I. OKPALAOKA</i>	
Evaluation of The Storage Process as aPrognostic Tool.....	4200
<i>Jerzy KORCZAK, Dariusz KLOSKOWSKI and Maja WĄCEK</i>	
A Model of Servitization of SMES Operations: A Case Analysis.....	4207
<i>Maciej SZCZEPANCZYK and Pawel PIETRAS</i>	
Remote Sensing Implementation into Geoinformation Support for Managerial Decision in Arctic.....	4220
<i>Valery M. ABRAMOV, Vyacheslav G. BURLOV, Evgeniy A. BAIKOV, Vladimir A. BOLSHAKOV, Eugene P. ISTOMIN, Valery L. MIKHEEV, Oleg I. SHEVCHUK, Mikhail B. SHILIN, Igor A. SIKAREV and Yaroslav A. PETROV</i>	
Threat Maps as A New Form of Taking Action on Behalf of Supporting Public Security: Assessment of An It Tool.....	4229
<i>Skelnik Klaudia</i>	
Information Distorting Impact on Deliveries Planning Efficiency.....	4239
<i>Iouri SEMENOV, Ludmila FILINA-DAWIDOWICZ and Daria MOZDRZEN</i>	
Application of Leadership Vigilance for The Development of Key Competences.....	4247
<i>Lenka CADOVA and Veronika KOLENAKOVA</i>	
Research On the Motivation of Rural Tourism Based on Grounded Theory in The Post-Covid-19 Era.....	4255
<i>Wei Wang, Carlos Orús Sanclemente and María Vicoria Sanagustín Fons</i>	
High-Tech Sector in The Benelux Countries Compared to The Remainder of The European Union – A Taxonomic Analysis.....	4264
<i>Joanna M. SZAREK</i>	
Increasing The Effectiveness of Managerial Decision-Making Leading to The Implementation of UAVS In Tourism Using Prediction Models.....	4272
<i>Dominika TUMOVÁ, Lucia PANČÍKOVÁ, Michal VARMUS and Erika DIKOŠOVÁ</i>	
Geoinformation Management of Infrastructure Energy Projects in Arctic.....	4282
<i>Yaroslav A. PETROV, Valery M. ABRAMOV, Evgeniy A. BAIKOV, Eugene P. ISTOMIN, Tatiana V. VEKSHINA, Vyacheslav G. BURLOV, Ekaterina M. KORINETS, Oleg I. SHEVCHUK, Mikhail B. SHILIN and Igor A. SIKAREV</i>	

The Role of the Leadership in Successful Implementation of the Projects..... <i>Irina Andreea PEGULESCU, Ana-Maria PREDILA and Denisa Maria COJOACA</i>	4291
Cybersecurity Mechanisms in an IT System Using PostgreSQL..... <i>Szymon BERSKI, Marlena KRAKOWIAK, Dorota WOJTYTO and Joanna MICHALIK</i>	4297
Evaluation of the Income Stabilisation Tool in Polish Agriculture..... <i>Marietta JANOWICZ-LOMOTT</i>	4309
Bibliometric Analysis of The Literature on The Development and Contribution of SMES In the Development of The National Economy..... <i>Mihaela TULVINSCHI, Adriana STRATU, Cristina Gabriela COSMULESE and Monica Laura ZLATI</i>	4319
An Analysis of The Impact of The Covid-19 Pandemic on Air Transport Services in Romania..... <i>Natalia MANEA, Corina Ionela DUMITRESCU, Nicoleta NICULESCU, Răzvan Mihai DOBRESCU, Roxana Adriana PUIU and Simona Ana SIRBU</i>	4327
Study on the Evolution of Research in The Field of Accounting Regulation Related to Insurance Contracts.. <i>Cristina Gabriela COSMULESE, Adriana REUȚ (BURSUC), Marius-Sorin Ciubotariu, Rozalia KICSI and Mărioara MOLOCINIUC (HRITCAN)</i>	4331
International Financial Reporting Standards: Theoretical Aspects..... <i>Victoria GANEA, Iulita BARCA, Mihaela-Ionela STANCIUC (SOCOLIUC) and Anamaria MACOVEI</i>	4343
Taxonomic And Spatial Analysis of The Micro, Small and Medium-Sized Enterprise Sector in EU Countries In 2009-2018..... <i>Monika MIŚKIEWICZ-NAWROCKA</i>	4356
Rigor and Dilemmas in The Statutory Audit Mission in The Context of The Health Crisis..... <i>Marioara MOLOCINIUC (HRITCAN)</i>	4369
Problems And Prospects of Land Use of The Agricultural Sector of Ukraine..... <i>KOLOTUKHA Serge, GVOZDEJ Nataliia, CHVERTKO Liudmyla, KORNIENKO Tetiana, VINNYTSKA Oksana and PTASHNYK Svitlana</i>	4376
Efficiency of Using Land Resources in The Agricultural Sector in The Context of Financial Instability..... <i>KOLOTUKHA Serge, GVOZDEJ Nataliia, CHVERTKO Liudmyla, KORNIENKO Tetiana, VINNYTSKA Oksana and BOROVIK Petro</i>	4382
Innovative Data Mining Techniques and Information Management..... <i>Katarzyna POSTRZEDNIK-LOTKO</i>	4388
The Role and Importance of Model Research In Monitoring and Supporting Production Systems..... <i>Dorota PALKA</i>	4398
La Confiance Comme Volonté De Se Rendre Vulnérable : Une Définition Intrigante Eclairée A La Lumière De La Philosophie De Paul Ricœur..... <i>Philippe JACQUINOT</i>	4407
A Review on Density-Based Clustering Algorithms..... <i>Soumaya LOUHICHI, Mariem GZARA and Hanène BEN ABDALLAH</i>	4411
Possibility to Use Knowledge about the Contemporary E-consumer on the Tourist Services Market..... <i>Malgorzata MISNIAKIEWICZ and Jaroslaw PAWLIK</i>	4419

Determinants of Telemedicine Adoption by Physicians in Developing Countries: A Conceptual Model Based on Systematic Review.....	4433
<i>Abdelaziz Zitouni, Oumaima Hafide, Yacouutt zenjali and Youness.Lafraxo</i>	
The Application of The Concept of Multi-Level Governance to the Development of Tourism Destinations: A Case Study of Poland's Pomorskie Voivodeship.....	4446
<i>Tomasz STUDZIENIECKI</i>	
Determinants of Productivity in The Eu Countries.....	4455
<i>Anna SZCZEPAŃSKA-PRZEKOTA, Maciej HADŁAW, Magdalena BOCHENEK and Grzegorz PRZEKOTA</i>	
The Importance of Distance Measurement for Intra-African Trade Flow in Context of Gravity Models.....	4468
<i>Stanisław BEREZIŃSKI</i>	
Spatial Redistribution of Population in the Suburban Zone of Szczecin.....	4476
<i>Tomasz RYDZEWSKI</i>	
The Impact of The Internet on Economic Growth in UE15 (2006-2020) – A Panel Data Analysis.....	4486
<i>Anna GALIK</i>	
The Impact of New Technologies on Economic Growth – A Panel Data Analysis.....	4493
<i>Anna GALIK and Maciej CZAPLEWSKI</i>	
Analysis of Waste Management Options for Wastes from The Iron and Non-Ferrous Metallurgy.....	4500
<i>Jacek SITKO</i>	
Analysis of Influence the Quality Management System in A Metallurgical Enterprise on Level Steel Products Complaints.....	4508
<i>Jacek SITKO</i>	
Evolution of the Ukrainian Model of Public Gender Equality Policy.....	4515
<i>Milena KRAVCHENKO and Kateryna ZADOIENKO</i>	
Effective Motivation of Employees in Organizations as A Competitive Advantage in Times of COVID-19 Pandemic.....	4524
<i>Katja ZOELLNER and Rozalia SULIKOVA</i>	
Identity Verification Using Combined Biometric Signature Comparison Algorithms.....	4536
<i>Rafał WITKOWSKI, Bartosz ZALESKI and Bartosz SZADACH</i>	
Analysis of Conflicts in an IT Company: Evidence from Romania.....	4549
<i>Dana Corina DESELCU, Alexandra IOANID and Mircea Constantin OPRIS</i>	
Investments In ESG Are Adequately Recognized and Valued in The Market.....	4556
<i>Mitar BOŽIĆ</i>	
The Impact of Social Media Marketing on Small Natural Cosmetic Brands.....	4565
<i>Iasmina-Iulia GRADINESCU, Andreea RADULIAN and Olguta Anca ORZAN</i>	
Limitations of the Available Forms of Taxation for Corporate Entities in Poland Under the Pending COVID-19 Pandemic Threat.....	4575
<i>Dominika FLOREK</i>	
The Importance of Indirect Taxes in the Architecture of Tax Systems in Some EU Member States.....	4578
<i>Nicoleta STANCIU ANGHELUȚĂ and George UNGUREANU</i>	

The Impact of Short-Term Hype on Predicting the Long-Term Behavior of Cryptocurrencies.....	4586
<i>Victor DOSTOV, Pavel PIMENOV, Pavel SHOUST and Victor TITOV</i>	
Organizational Trust During the Early Stages of COVID-19 Pandemic in Poland: Research Report.....	4594
<i>Lech GÓRNIAK and Małgorzata ADAMSKA-CHUDZIŃSKA</i>	
Access To Public Information and The Disclosure Principle: Reflections.....	4606
<i>Skelnik Klaudia and Robakowski Piotr</i>	
Study Of the Instruments for Financial and Credit Support of Infrastructure Development and The Mechanism of Their Application at The Regional Level.....	4622
<i>Elena L. GRINKO, Natalya V. ALESINA and Anastasia M. BALAKLEEVA</i>	
Values Generated by Projects in Organizations.....	4633
<i>Jolanta WALAS-TRĘBACZ and Katarzyna BARTUSIK</i>	
Linking Decision-Making in Business Management in Industry 4.0.....	4644
<i>Martin HOLUBČÍK and Gabriel KOMAN</i>	
Impact of M&A Announcement Involving Portuguese Listed Firms with Digital Vocation.....	4653
<i>Bruno F. S. LOBO and Luís M. P. GOMES</i>	
The Problem of Integrating Russian Scientific and Technical Information Resources into The Global Information Space.....	4662
<i>Viktoriiia LAPOCHKINA, Elena PLEKHANOVA, Viktor BOGATOV, Konstantin DIKUSAR and Karina BORODIK</i>	
The Impact of Grant Support for Talented Youth on Their Career Growth in The Field of Science.....	4669
<i>Victoria LAPOCHKINA, Natalia KOROLEVA, Roman KUKIN, Elizaveta AGAMIROVA, Vladislav SOKOLOV and Mikhail GAPONENKO</i>	
Development of the High-Tech Sector in Central and Eastern Europe.....	4677
<i>Joanna M. SZAREK</i>	
Competitiveness of the High Technology Sector and Sustainable Development Economic - Selected Issues	4685
<i>Małgorzata JUCHNIEWICZ and Magdalena ŁADA</i>	
University Open Data Policy in the Context of the Digital Transformation Strategy for Science and Higher Education.....	4689
<i>OlgaA. IVANOVA, Svetlana B. VERESHCHAK and Anton K. KUZNETSOV</i>	
Trends In the Use of New Technologies of Marketing Communication in Culture Industry.....	4695
<i>Alexandra VALICOVA, Zdenka PUSKOVA and Tatiana COREJOVA</i>	
Empirical Evidence of Mean-reversion in Stock Prices and Performance of Politically Connected Firms in ASEAN.....	4703
<i>Fildzah Imas MAULIDINA and Viverita VIVERITA</i>	
Verification of the Accuracy of Mergers and Acquisitions in Poland in 2012-2020.....	4717
<i>Katarzyna SWIETLA and Joanna TOBOREK-MAZUR</i>	
Scope of Solidarity in Social Security Policy – Looking for Real Redistribution and Adequate Benefits.....	4732
<i>Tadeusz SZUMLICZ</i>	

Implementing the Green HRM in Indonesian Manufacturing Companies..... <i>Ismi RAJIANI, Tumirin TUMIRIN and Andi Rahmad RAHIM</i>	4742
The Influence of Internal Threats on the Functioning of the Organization..... <i>Michał TUZ, Marek SZELAGOWSKI and Justyna BERNAK-WOZNY</i>	4747
Mobile Applications and Communications Strategies for Environmental Non-Governmental Organizations <i>Denis VASILIEV</i>	4756
Life Insurance Distribution Models in EU Countries..... <i>Anna SZYMAŃSKA, Teresa H. BEDNARCZYK and Jarosław SZYMAŃSKI</i>	4762
The Interest in Developing Fruit and Vegetables “Box Schemes” In Romania..... <i>Maria C. DIACONEASA, Alina ZAHARIA and Daniela POPA</i>	4775
Logistics of Car Rallies on The Example of The Złombol Charity Rally..... <i>Karolina ORZEŁ and Monika ZIÓŁKO</i>	4783
European Union Support for the Development of Smart Cities..... <i>Inga KAWKA</i>	4795
Stability of the Institutional System in the Light of the Path Dependence Concept – Survey Results..... <i>Dawid BORUCIŃSKI, Sławomir CZETWERTYŃSKI and Jakub SUKIENNIK</i>	4802
Attitude of the Polish Society to the Covid-19 Pandemic Restrictions in the Tourism Industry..... <i>Dawid BORUCIŃSKI, Agnieszka MROCZEK-CZETWERTYŃSKA and Paula PRZYSADA-SUKIENNIK</i>	4809
The COVID-19 Pandemic and The Global Financial Crisis - A Comparison of Symptoms in The Visegrad Group..... <i>Zbigniew STANIEK, Arkadiusz J. DERKACZ, Agnieszka DUDZIAK and Bartosz SPYCHALSKI</i>	4818
Particulate Matter Sources Geoinformatics Identification Within Black Carbon Arctic Penetration Management..... <i>Valery M. ABRAMOV, Vladimir A. BOLSHAKOV, Vyacheslav G. BURLOV, Eugene P. ISTOMIN, Yaroslav A. PETROV, Oleg I. SHEVCHUK, Evgeniy A. BAIKOV, Mikhail B. SHILIN, Igor A. SIKAREV and Oksana PETRIEVA</i>	4832
Communication In the Mask – Corporate Envy..... <i>Magdalena KIERZEK</i>	4840
Sustainable Development of Economic Knowledge in Educational Testing..... <i>Justyna Brzezińska</i>	4846
Research of the Characteristics of The Attitude of Working Women to The Global Risks of Industry 4.0..... <i>Mariia PLUTOVA and Olga KOROPETS</i>	4856
Development of the Eco-Management and Audit Scheme (EMAS) system in the EU based on the Polish experience..... <i>Janusz MYSZCZYSZYN</i>	4862
Data storage of connected objects (IOT) in the cloud..... <i>Asmaa BOUICH and Najat RAFALIA</i>	4870
Pollution Control: Targets. The Simple Static Model..... <i>Cornelia NEAGU, Marius BULEARCĂ, Cristian SIMA and Daniel Fistung</i>	4877

A Cloud Holistic Cyber Security Approach Based on Chaos Theory..... <i>Livia Maria BRUMÁ</i>	4890
Selecting The Key Environmental Characteristic of a Product Using the Life Cycle Assessment..... <i>Marcin RYCHWALSKI</i>	4898
The Impact of Covid-19 On Higher Education in Poland – Study Based on Polytomous Item Response Analysis..... <i>Justyna BRZEZIŃSKA</i>	4907
The Popularity of Fintech Services in Poland: Results of a Survey Conducted on Polish Households..... <i>Joanna WYROBEK and Katarzyna ŁACH</i>	4919
#JusticeforUwa: An Analysis of the 2020 Twitter Anti-Rape Campaign..... <i>Toluwanimi ONAKOYA and Stella ARIRIGUZOH</i>	4926
An Empirical Study Assessing Variances in Dysfunctional Audit Behavior with Experience..... <i>Sandra KHALIL</i>	4939
Selection of Tools for Motivating Employees in A New Generation Cohort - Generation X, Y, Z..... <i>Edyta BIELIŃSKA-DUSZA</i>	4945
How The Employer Branding Strategy Influences the Process of Attracting Talents in The Organization..... <i>Denisa Ligia MATEI</i>	4957
Organic Products Market in Ukraine: State and Prospects of Development..... <i>Dmytro SEMENDA, Olha SEMENDA, Nataliia BLENDIA, Diana SOKOVNINA and Iryna KORMAN</i>	4967
Analysis of Selected Elements of The Quality Management System in A Production Company..... <i>Dominika STRYCHARSKA</i>	4979
Legislation On Drug Offences in The Visegrad Group Countries..... <i>Milan MARCINEK, Michaela MARCINEKOVÁ and Magdalena SZYDŁOWSKA</i>	4986
Legal Conditions for Dangerous Goods Transport by Road..... <i>Milan MARCINEK, Michaela MARCINEKOVÁ and Magdalena SZYDŁOWSKA</i>	4992
Regional SME Support Instruments on The Example of Selected EU Countries - Based on Research Conducted in The Kuyavian-Pomeranian Voivodship in Poland..... <i>Zbigniew GRZYMAŁA</i>	4996
Central Bank Digital Currency in the European Union..... <i>Maciej BOLISEGA</i>	5004
Mobile Collaborative Smart Farm: Proposed Poultry IoT Solution for Indonesia Farming..... <i>Faisal SYAFAR, Misita ANWAR and Ridwansyah</i>	5013
Hybrid Trade Fairs as Syncretic Format of Business Meetings at Boundary between Reality and Cyberspace – Possible Research Directions in Post-Pandemic Times..... <i>Marcin GEBAROWSKI</i>	5018
Impacto De La Pandemia (COVID19) En Las Transacciones En El Comercio Electrónico Sobre El Comportamiento De Recompra..... <i>Carlos GALLEGUILLOS, Rubén HURTADO and José SILVA</i>	5025

Franchising from the Perspective of the Transaction Costs Theory..... <i>Karolina ORZEL</i>	5034
Consumer Confidence and Consumer Behaviour During the Covid-19 Pandemic..... <i>Pawel CHLIPALA and Agnieszka ZBIKOWSKA</i>	5042
The Speed of Money Circulation and Inflation in Years 2005-2021 in Poland..... <i>Zbigniew STANIEK</i>	5049
Product Placement in Polish Television Programmes as A Promotion Tool..... <i>Iwona OSMÓLSKA</i>	5059
Miner Behavior and Bitcoin Price: An ARDL Analysis..... <i>Nan CHEN</i>	5071
Importance of The Second Homes in the Context of Weekend Trips Preferred by Canadian Polish People... <i>Kamila ZIÓŁKOWSKA-WEISS</i>	5087
Renewable Energy Production in Primary Energy in Poland – Comparative Analysis of Selected European Union Countries..... <i>Malgorzata PIETA-KANURSKA</i>	5096
Possibilities of Using Process-Based ERP Systems in Sustainable Management of the Organization's Resources..... <i>Tomasz TUREK</i>	5107
Social Costs of Technological Development and Industrialization..... <i>Andrzej KORCZAK</i>	5118
Impact of the Environmental Performance on The Sustainable Development/Competitive Advantage: The Role of The Corporate Social Responsibility..... <i>Hichem DKHILI and Henda ANSI</i>	5127
Electronic Money Determinations in Aceh Besar District..... <i>Nanda RAHMI, ALIASUDDIN and NASHRILLAH</i>	5138
Identification of Innovative Factors Influencing Socio-Economic Local and Regional Development..... <i>Waldemar A. KUNZ</i>	5145
Evaluation of the Success of An Academic Portal: The Staff' Perspective..... <i>Bárbara SILVA and Luís SILVA RODRIGUES</i>	5154
The Influence of Social-Economic Factors on the Determination of Financial Technology in Banda Aceh... <i>ALIASUDDIN, Nanda RAHMI and NASHRILLAH</i>	5163
Comparative Study on The Profitability of Sugar Beet in Conventional System and in Organic Agriculture in Romania..... <i>Ana URSU and Ionut Laurentiu PETRE</i>	5170
The Effect of Drought on Yield in Agriculture: 2020 Year Fatidic for Romania..... <i>Ana URSU and Ionut Laurentiu PETRE</i>	5182
Digital Expert System for Geoinformation Support to Hard Areas Large Wildfires Management..... <i>Evgeniy A. BAIKOV, Valery M. ABRAMOV, Vladimir A. BOLSHAKOV, Sergey V. LUKYANOV, Yuri Yu. SMIRNOV, Oksana PETRIEVA, Alexander S. AVERKIEV, Mikhail B. SHILIN, Igor A. SIKAREV and Oleg I. SHEVCHUK</i>	5191

Hybrid Business Model for Airlines and the Sources of its Value..... <i>Monika PASIK</i>	5197
Implementation of Lean Management Activities Based on Project Management and Lean Production for Improving the Efficiency of The Enterprises..... <i>Anna DOLINSKAIA, Aleksandr KOROLENKO, Natalya DZENZELIUK, Anastasiya KAMALOVA and Leonid BAEV</i>	5209
Post-Chornobyl Areas as a Tourist Destination..... <i>Igor KAVETSKYY</i>	5215
On Optimal Management of Financial Pyramid..... <i>Artem V. LOGACHOV, Sergey Ye. KHRUSHCHEV, Vladimir V. GLINSKIY, Mikhail A. ALEKSEEV, Lyudmila K. SERGA and Marina V. PUDOVA</i>	5223
Methods For Detecting the Degree of Handling of Financial Statements at The Level of Companies Listed on The Bucharest Stock Exchange..... <i>Elena HLACIUC and Florina CREȚU</i>	5227
Implementation of the Concept of Sustainable Business Development in Kazakhstan in the Context of the Public Consciousness Modernization Program..... <i>Larissa P. STEBLYAKOVA and Elena A. VECHKINZOVA</i>	5237
Modern Trends in the Transformation of the World Economy..... <i>Larissa P. STEBLYAKOVA and Irina Y. OKOLNISHNIKOVA</i>	5243
The Impact of New Forms of Online Teaching During COVID-19 On Students' Behavioral Changes..... <i>Marian-Eugen DAN, Carmen-Alexandra GHENOIU, Ștefan-Gabriel MIHAI, Sabina-Maria POP, Carmen-Elena POPA and Andreea BARBU</i>	5248
Analysis of the Development Model of the Russian Economy..... <i>Valery V. SMIRNOV, Vladislav L. SEMENOV, Anzhelika G. ABRAMOVA, Anna N. ZAKHAROVA, Tatyana A. LAVINA, Tamara V. TALANOVA and Nadezhda V. SEMENOVA</i>	5256
The Specifics of Communicative Competence of Technical Students..... <i>Anna N. ZAKHAROVA, Evgeni L. NIKOLAEV, Tatyana A. LAVINA, Tatyana V. RAZINA, Oleg V. BORISOV, Tamara V. TALANOVA and Denis V. GARTFELDER</i>	5264
The Role of Social Infrastructure in Rural Areas' Sustainable Development Processes..... <i>Leszek SZCZUPAK</i>	5274
The Impact of Informal Institutions on Ensuring the Resilience of The National Economy..... <i>Alina BOIKO and Diana SHKUROPADSKA</i>	5284
Business Structure's Activity as A Monitoring Object..... <i>KNIAZ SVIATOSLAV, HEORHIADI NELLI, SOPILNYK LYUBOMYR, SOPILNYK ROSTYSLAV, YANKOVSKA LARYSA, SHEVCHUK LYUBOV, KONOVALYUK IRYNA, TYRKALO YURIY, SHEVCHENKO SERHIY and KHYMYZ MARIANA</i>	5292
The Primary Command Dictionary for The Flexible Database..... <i>Waldemar POKUTA and Anna BRYNIARSKA</i>	5299
Application of Process Mining in an Emergency Service..... <i>André GOMES, Cristina WANZELLER and Joana FIALHO</i>	5309



Bottlenecks in Automotive Industry: Lead Time, Excess Inventory and Production Organization Challenges <i>Attila TURI, Michael PETRI and Marian MOCAN</i>	5322
Semantic Segmentation Training Using Imperfect Annotations and Loss Masking..... <i>Adam BRZESKI, Jan CYCHNERSKI, Tomasz DZIUBICH, Tomasz GILEWICZ and Jan WOŚ</i>	5329
Digital Education Instruments for University Level Within Environmental Economics Under COVID-19 Pandemic..... <i>Igor A. SIKAREV, Valery M. ABRAMOV, Mikhail B. SHILIN, Oleg I. SHEVCHUK, Alexander S. AVERKIEV, Sergey V. LUKYANOV, Vladimir A. BOLSHAKOV, Oksana PETRIEVA, Yuri Yu. SMIRNOV and Olga N. MANDRYKA</i>	5337
Rehabilitation of Internal Public Financial Control in The Republican Medical Institutions of Moldova..... <i>Cristina COPACEANU and Sergiu GLADUN</i>	5343
Involving Digital Natives in Universities' Extracurricular Offer and Social Activities..... <i>Monika SADY and Agnieszka ZAK</i>	5351
Fiscal Policy Versus Innovation, Economic Growth and Sustainable Socio-Economic Development. Review of Theoretical Approaches and Empirical Evidence..... <i>Janusz ROSIEK</i>	5358
The Intra-organizational Antecedents of Innovation in Polish Tourism Enterprises..... <i>Zbigniew ZONTEK and Ewa LIPIANIN-ZONTEK</i>	5367
Transport Infrastructure a Key Element of Economic Development in The European Community: The Case of Romania..... <i>Daniel F. FISTUNG, Cornelia NEAGU, Marius F.R. BULEARCĂ and Cristian SIMA</i>	5375
Impact of the COVID-19 Pandemic on The Development of Digital Services in The Activities of The Museums..... <i>Anna KOLASINSKA and Matylda SIWEK</i>	5387
International Competitiveness of the Furniture Industry in the European Union Countries: A Cluster Analysis..... <i>Katarzyna LUKIEWSKA</i>	5396
Current Food Security Issues: Evaluation Toolkit..... <i>Tatyana TKACHEVA, Liubov AFANASYEVA, Elizabeth TKACHEVA and Alexander PIYALTSEV</i>	5407
Ensuring Energy Security: A Regional Aspect..... <i>Tatyana TKACHEVA, Liubov AFANASYEVA, Liubov AFANASYEVA and Elkhana DOROSHENKO</i>	5412
The Impact of the Covid-19 Pandemic on the Primary Real Estate Market in Poland in 2019-2021 - Analysis of the Current Situation..... <i>Marta MARTYNIAK</i>	5417
The Impact of COVID-19 Uncertainty on Warsaw Stock Exchange Quotations..... <i>Wojciech KACZMARCZYK</i>	5426
The Concept of Knowledge Management and Transport Exchanges in Supply Chain Management..... <i>Katarzyna HUK</i>	5434
Tax Evasion Ethics in Lebanon: The Demographics..... <i>Sandra KHALIL</i>	5444

The Need for Enhancement of Information Technology Education at Universities Training Business Students.....	5453
<i>Denis VASILIEV</i>	
Attitudes of Future Employees Towards Automation on the Example of Students of Cracow Universities....	5458
<i>Janusz CZEKAJ, Dariusz FIRSZT and Marek JABLONSKI</i>	
Ethical Redundancies in The Era of Corporate Social Responsibility.....	5469
<i>Marek GRUCHELSKI, Marcin GRUCHELSKI and Katarzyna POREBSKA</i>	
Poland's Admission to The Eurozone - Assessment of Potential Impact.....	5476
<i>Marek GRUCHELSKI and Marcin GRUCHELSKI</i>	
Inclusion of Hard Coal and Lignite Mining, As Well As Electricity and Heat Production Based on Them, In the Process of Green Transformation.....	5485
<i>Marek GRUCHELSKI and Marcin GRUCHELSKI</i>	
Economic and Social Impacts of Industry 4.0 on Chemical Companies in the Czech Republic.....	5490
<i>Oskar BAKES, Jan VAVRA and Jana KOSTALOVA</i>	
Credit Money as An Extraordinary Source of the "Militaristic Economy" And a Factor of World Economic Instability (1914-1945): Analysis of Money Theories in Russia.....	5497
<i>I.A.Nazarova and D.N. Platonov</i>	
The Selected Aspects of Polish Seniors' Tourism – Qualitative Approach.....	5505
<i>Zbigniew GŁĄBINSKI</i>	
Aggregate Module System of Geoinformation Support for Volcanic Risk Management.....	5514
<i>Oleg I. SHEVCHUK, Valery M. ABRAMOV, Igor A. SIKAREV, Oksana PETRIEVA, Eugene P. ISTOMIN, Vyacheslav G. BURLOV, Ekaterina M. KORINETS, Mikhail B. SHILIN, Yaroslav A. PETROV and Tatiana V. VEKSHINA</i>	
Overview of Nudging on EU on The Light of Croatian Entry to Eurozone.....	5521
<i>Anita PEŠA, Sonja BRLEČIĆ VALČIĆ and Martina MATÉ</i>	
Problems of Transition to Rational Models of Consumption and Production in The Eurasian Economic Union.....	5528
<i>Natalia SPIRIDONOVA, Tatiana SUDOVA and Tatiana SUDOVA</i>	
Sustainable Development by Optimizing Transport Costs in The Supply Chain Management.....	5534
<i>Maria HAMURARU and Veronica BULAT</i>	
Long-term Infrastructure Contracts and Public-Private Partnerships.....	5544
<i>Olgierd LISSOWSKI</i>	
Dilemmas of Socio-Economic Security of a Modern Family.....	5551
<i>Waldemar A. KUNZ</i>	
Imagen de Marca, Confianza y Satisfacción en Relación con la Intención de Compra en Supermercados en Línea de Lima.....	5556
<i>Jiro A. TAKAHASI-HIRANO, Ingrid TORRES-MENESES and Rafael O. FLORIAN-CASTRO</i>	
A Descriptive Analysis of The Board Characteristics and Financial Performance of The Romanian Companies Listed on the BSE.....	5565
<i>Bogdan Aurelian MIHAIL</i>	

The Equity Portfolio Selection at Euronext..... <i>Meiyu LU</i>	5569
Greening In the Process of Providing Municipal Services of Local Collective Transport as A Challenge to Climate Change..... <i>Krzysztof WASOWICZ</i>	5576
Competencies of Contemporary Managers in The Public Administration Sector in Intercultural Management: Introduction to Research..... <i>Łukasz BURKIEWICZ</i>	5585
The Features and Specificity of Fair-Trade Social Enterprises..... <i>Ewa RADOMSKA</i>	5596
Organization Processes Supported by Business Intelligence System..... <i>Remigiusz TUNOWSKI</i>	5604
The Use of Electricity by Young Adults in Poland and Their Other Pro-Environmental Behaviours – Case Study of The AGH Faculty of Management..... <i>Robert LISOWSKI, Anita PROSZOWSKA and Maciej WOZNIAK</i>	5610
Managing Stress as A Key Element of The Competition in The Workplace Based on The Example of Generations Y And Z..... <i>Jadwiga STOBIECKA and Sylwia PANGSY-KANIA</i>	5621
Students' Preferences Regarding Conflict-Dealing Behaviors..... <i>Jadwiga STOBIECKA, Malgorzata MARCHEWKA and Katarzyna SANAK-KOSMOWSKA</i>	5631
Certification of Agri-Food Products for Sale..... <i>Cristina M. STERIE, Daniela POPA, Marian MOTOFEANU and Marian MOTOFEANU</i>	5640
Mathematical Modeling of Complex Networks..... <i>Inna SAMUILIK and Felix SADYRBAEV</i>	5647
Structures of Civil Society in Social Networks: Mechanisms, Prospects, Risks..... <i>Oleg GRIMOV</i>	5653
Comparison Procedures of Determination Masking Curve for Audio Data Hiding Applications..... <i>Jarostaw WOJTUŃ and Jarostaw BUGAJ</i>	5657
Detection of the Covert Channel in The Presence of The Channel Estimation Error..... <i>Krystian GRZESIAK and Zbigniew PIOTROWSKI</i>	5663
Some Aspects of Management of Socio-Economic Systems in the Context of Paradigm of Sustainable Development..... <i>Vladimir V. GLINSKIY, Mikhail A. ALEKSEEV, Elizaveta V. FREYDINA, Lyudmila K. SERGA and Marina V. PUDOVA</i>	5670
Determinants That Facilitate or Condition Students' Perceived Effectiveness and Skills Improvement in A Remote Learning Context..... <i>Eva P. LOUSÁ and Mário D. LOUSÁ</i>	5676
Secure Decentralized File Storage Framework Build On IPFS..... <i>Michał GLET and Kamil KACZYŃSKI</i>	5684

Development of Serial Technological Entrepreneurship as One of the Modern Trends of the World Economy: Challenges for Kazakhstan..... <i>Larissa P. STEBLYAKOVA and Evgeniy V. KRASNOV</i>	5688
New Product Creativity Dimensions and Performance..... <i>Dariusz DABROWSKI</i>	5695
Understanding The Public-Private Partnership Performance Estimation Model of Republic of Moldova Regions..... <i>Irina CALUGAREANU</i>	5704
Research on the Influence of Exogenous Biomass Intakes of Spirulina Platensis in Dairy Products on Nutritional Quality and Immune System..... <i>Violeta GAGU (LEOCĂ), Gheorghe Adrian ZUGRAVU and Mirela Gianina CALU</i>	5716
Bibliometric Analysis of Integrated Reporting - Origin and Evolution at The International Level..... <i>Svetlana MIHAILA, Ana-Carolina COJOCARU(BĂRBIERU) and Galina BĂDICU</i>	5720
Brown Bear Population Management in Romania: Pilot Project Using the Benefits of Technology..... <i>Ana Gabriela ANUTOIU and Dragos DANTIS</i>	5732
Provision By a University of The Conditions for The Digital Competencies and Skills of Students and Their Legal Regulation in Local Acts..... <i>OlgaA. IVANOVA, Svetlana B. VERESHCHAK and Anton K. KUZNETSOV</i>	5736
Data Management in A Microservice Architecture of a Remote Patient Monitoring Application..... <i>Marilena IANCULESCU, Adriana ALEXANDRU, Florin POP</i>	5743
Healthcare Support for Elderly in Pandemic Context Using Ehealth Systems..... <i>Eugenia TIRZIU, Eleonora TUDORA, Maria GHEORGHE-MOISII and Ovidiu BICA</i>	5754
Expected Salary Premium for A Home Office – A Survey of Accounting and Controlling Students..... <i>Bartosz KUREK</i>	5764
Manipulative Influence of Visual Sources: Methodology for Identification (On the Example of The Digitized Historical Photographs)..... <i>Yevheniia SHYSHKINA, Yaroslav MOTENKO, Oleksandr NOSYRIEV, Vasyl MALIKOV, Maryna MISHCHENKO and Leonid SAVCHENKO</i>	5771
Cultured Meat, An Alternative for Conventional Meat..... <i>Gabriel POPESCU, Dorin MARTIN and Maria GIRIP</i>	5776
European Support for The Agri-Food Processing Sector in Romania..... <i>Alecsandra PARNUS, Raluca MITULESCU, Eliza GHEORGHE and Florentina CONSTANTIN</i>	5784
Knowledge Transfer for The Implementation of The New CAP And the Guidelines of The European Green Agreement - A Measure from The Strategic Plan "From Farm to Fork" For A Fair, Healthy and Environmentally Friendly Food System with Applicability in The Mountain Area..... <i>Carmen CĂTUNĂ-BOCA, Gabriel POPESCU and Radu-Gheorghe ANTOHE</i>	5790
Research And Statistical Analysis on Vegetable Production and Trade..... <i>Dalila G. STOICA, Veronica T. BACIU, Mirela STOIAN, Marian MOTOFEANU and Cristina M. STERIE</i>	5798
The Usefulness of Reporting in Crisis Management for Decision Making..... <i>Ryszard ORLIŃSKI</i>	5805

Innovative Activity of SMES Cooperating with Scientific – Research Institutions on The Basis of Wielkopolskie Voivodship..... <i>Hanna MIZGAJSKA and Łukasz WŚCIUBIAK</i>	5812
Personnel Marketing – A Systematic Literature Review..... <i>Monika KRISTL VOLFOVÁ</i>	5820
Fulfilment of Fiscal and Redistributive Function of Personal Income Tax - Case of Poland..... <i>Leszek BOROWIEC, Waldemar SZYMAŃSKI and Dorota WÓJCIK-KOŚLA</i>	5829
Information Systems Supporting the Process of Educating Leaders-Managers in Security Decision-Making <i>Marian KOPCZEWSKI and Paweł OLBRYCHT</i>	5839
Effective Management of Local Economic Development..... <i>Zbigniew GRZYMAŁA and Agnieszka WÓJCIK-CZERNIAWSKA</i>	5846
Development of Digital Archive Learning Media Based on Database Applications at Faculty of Economics, Universitas Negeri Jakarta..... <i>Marsofiyati, ERYANTO, USMAN Osly, OKTOBISONO and PRIANTO</i>	5855
Near Horizons of the Great Anthropological Transition..... <i>Vladimir BUDANOV and Vladimir ARSHINOV</i>	5860
(Big) Data Processing Performance Benchmarks: An Overview..... <i>Ionuț HRUBARU</i>	5864
Creating The Value of Secondary and Higher Schools. The perspective of the Resource-Based Theory and the Network Theory of the Strategic Management..... <i>Jerzy NIEMCZYK, Katarzyna WOŁOWIEC and Damian TALAR</i>	5870
The importance of Communicate your COVID-19 Health and Safety Measures: A Marketing Experiment on Hotel Bookings using Eye-tracking..... <i>Otilia-Elena PLATON, David-Florin CIOCODEICĂ AND Raluca-Giorgiana (POPA) CHIVU</i>	5886
Digitalization And Evolution of Online Marketing on The Business Market in Romania..... <i>Raluca-Giorgiana (POPA) CHIVU, Otilia-Elena PLATON, David-Florin CIOCODEICĂ and Ionuț-Claudiu POPA</i>	5895
Global Supply Chain Disruptions and Their Impact on The World’s Maritime Shipping and Ports..... <i>Andrzej S. GRZELAKOWSKI</i>	5902
The Conceptual Model of Digital Technologies Application in Supporting the Accounting Profession: Industrial Revolution 4.0 Era..... <i>Luluk Muhimatul IFADA, Sri SULISTYOWATI, Yunita AWANG, Azuraidah TAIB, Shazalina Mohamed SHUHIDAN and Zaiza Norsuriati Zainal ZAKARIA</i>	5911
Using the Express Analysis Method in Assessing Regional Mortgage Inequality..... <i>Tatyana S. KOROSTELEVA and Vladimir Y. TSELIN</i>	5921
Human Resources as a Basis for Industrial Enterprises Innovative Growth..... <i>Vera Ansarovna VASYAYCHEVA and Olga Vladimirovna NOVOSELOVA</i>	5934
Peculiarities of The Tourism Industry Development of The Mediterranean and Aegean Coasts of Turkey.... <i>Liudmyla Niemets, Ievgeniia Telebienieva, Taras Pohrebskyi, Iryna Scryl, Hanna Kucheriava and Yanina Vasylevska</i>	5941

Research of The Relationship Between Revenues of The World Transnational Companies and Gdp of Individual Countries.....	5950
<i>Liudmyla NIEMETS, Pavlo KOBYLIN, Liudmyla KLIUCHKO, Kostiantyn NIEMETS, Yurii KANDYBA and Gennadii GOLUB</i>	
It-Industry in Ukraine: Trends and Development Centers.....	5957
<i>Liudmyla NIEMETS, Kateryna SEHIDA, Kateryna KRAVCHENKO, Oleksandr NOSYRIEV, Maryna LOHVYNOVA and Olha SUPTELO</i>	
Hr-Management in The Ukrainian Banking Sector.....	5967
<i>Olga I. ZAVYDIVSKA, Lyubov K. SEMIV, Volodymyr P. MOROZ, Solomiia M. PYLYPENKO, Iryna M. STAKHIV and Ivan G. HUL</i>	
Pedagogical Technology of Formation the Readiness of Future Managers to Create the Health-Oriented Environment in The Organization: Analysis of Effectiveness.....	5977
<i>Olga I. ZAVYDIVSKA, Nataliia N. ZAVYDIVSKA, Olena V. KHANIKIANTS, Volodymyr Y. KOVALCHUK and Ivan G. HUL</i>	
Comparative Analysis of Current Russian and Foreign Practices of Strategic Municipal Planning.....	5988
<i>Igor RISIN and Anastasiya CHICHERINA</i>	
Corporate Governance and Corporate Social Responsibility Disclosure: The Case of Romanian Companies	5993
<i>Bogdan Aurelian MIHAIL</i>	
Development of Directions Subsidized Region Tax Policy to Improve the Level of Its Tax Security.....	5997
<i>Marina S. SHEMYAKINA and Elena A. MURZINA</i>	
Modeling The Housing Construction Market in Regional Typological Groups Using Neural Network Models.....	6003
<i>Aleksey V. BURKOV</i>	
Ecological Awareness and Behavior in the Context of Selected Research.....	6012
<i>Joanna GORNIK and Jakub DONSKI-LESIUK</i>	
Methodology For Determining Tax Security Level of Region.....	6018
<i>Marina S. SHEMYAKINA and Elena A. MURZINA</i>	
Blockchain Technology as The Basis for Economic Development During the Coronavirus Pandemic.....	6022
<i>Aleksey V. BURKOV</i>	
Ecological Awareness and Behavior in Poland: The Results of the 2021 Research.....	6027
<i>Jakub DONSKI-LESIUK and Joanna GORNIK</i>	
Urban Mobility Management in Selected Cities – Analysis of Sustainable Transport Indicators.....	6036
<i>Michal KUZIA</i>	
Determinants of the Growing Importance of the Kaliningrad Oblast’ in International Logistics Chains.....	6044
<i>Jakub DONSKI-LESIUK</i>	
The Assessment of Risks and Cost-Effectiveness of Resource-Saving and Environmentally Sound Innovative Water Desalination Projects.....	6050
<i>Yulia Alexandrovna NAZAROVA, Natalia Sergeevna SHCHERBAKOVA, Alena Sergeevna KINDRASHINA and Ivan Olegovich GORUNOV</i>	
Digitization of Student Experience During The SARS-Cov-2 Pandemic:The Polish Perspective.....	6062
<i>Katarzyna KOLASINSKA-MORAWSKA, Marta BRZOZOWSKA and Pawel MORAWSKI</i>	

Logistic Customer Service Innovations in The Courier-Express-Parcel Sector Forced by the COVID-19 Pandemic - The Polish Perspective.....	6072
<i>Katarzyna KOLASINSKA-MORAWSKA, Marta BRZOZOWSKA and Pawel MORAWSKI</i>	
Conditions And Development of Agritourism Activities in Central and Eastern Europe – Example of Poland.....	6081
<i>Malgorzata ZDON-KORZENIOWSKA and Sławomir DOROcki</i>	
Vers Une Conceptualisation des Déterminants Du Choix Du Partenaire Stratégique Dans Une Perspective Du Tourisme Durable.....	6092
<i>Khalid HIDANI and Zakia EL YAMANI</i>	
Potential Areas of Application of The Solution for Building the Spectrum Situation Awareness.....	6103
<i>Pawel SKOKOWSKI</i>	
Owning or being? The Evolving Meaning of Luxury and COVID-19 Pandemic. Sociological Research of Polish Society.....	6108
<i>Pawel KOSSECKI, Dominika NARozNA, Agnieszka SMEKTALA, Karolina PŁONECZKA and William STEINGARTNER</i>	
Economics of Music Industry – Revenue Streams of the Artists.....	6115
<i>Pawel KOSSECKI, Andrzej KARP, Oguzhan AKIN, Karolina PŁONECZKA and Dominika NARozNA</i>	
Augmented Reality in Business Marketing. A Systematic Review of Literature from 2016 – 2021.....	6122
<i>Luis A. PAREDES ALMONACID, Anthony J. CISNEROS HARO and Liset S. RODRIGUEZ BACA</i>	
Environmental Education for Circular Economy and Sustainability: Good Practices in Poland.....	6135
<i>Marzena SMOL and Joanna DUDA</i>	
Effective Information Flow as an Element Supporting the Functioning of the Employee Motivation System in State Administration Organizations.....	6142
<i>Joanna MICHALIK, Marlena KRAKOWIAK, Dorota WOJTYTO and Szymon BERSKI</i>	
Ownership Structures and Dividend Policy: Evidence from Listed Construction Companies in Poland.....	6153
<i>Andrzej ZYGULA</i>	
Challenges for Human Resources Management: Ukrainian Migrants in the Polish Labour Market.....	6163
<i>Dorota SZABAN</i>	
Development of Blue Economy in the EU and Latvia.....	6171
<i>Inese BIUKSANE</i>	
Cylindrical Antenna Array and Its Direction-Finding Precision in Location System of Information Sources	6179
<i>Leszek KACHEL</i>	
Development of Techniques Threat and Risk Assessment Economic Security Transport Complex.....	6185
<i>Viktoria TSIKLAURI, Svetlana BELOUSOVA, Vladimir PANSKOV and Ivan AFANASEV</i>	
The Crimes in The Field of Foreign Economic Activity and Customs Control: Monitoring of Indicators and Orienting Points of Counteraction.....	6192
<i>Viktoria TSIKLAURI, Larisa BELOUSOVA, Olga PRIKHODCHENKO and Elizabeth TKACHEVA</i>	
Human Health and Recycled Wood Materials Containing Creosote Oil: Empirical Evidence from Research.	6207
<i>Barbara KSIT and Tomasz BŁASZCZYNSKI</i>	

Assessment of Sharpe Model Suitability in Volatile Market Conditions..... <i>Kamila BEDNARZ-OKRZYŃSKA</i>	6217
Las Habilidades Comunicativas En El Perfil De Egreso De Las Facultades De Derecho De Las Universidades Latinoamericanas..... <i>Hugo GONZÁLEZ</i>	6226
Using Digital Personal Data and Its Ethical Contradictions..... <i>Irina ASEEVA</i>	6239
Social Security as A Guarantee of Stable Economic Situation of The Family..... <i>Waldemar A. KUNZ</i>	6244
Proposal of a Universal Model for Evaluation of Virtual Tour Service..... <i>Piotr Gutowski and Ewelina Gutowska</i>	6250
E-Health - A Strategy to Increase Quality in Health Care in Europe and in Romania..... <i>Laura Agata TOC-BIVOL</i>	6260
The ICT in an Unequal World. Observations on the European Union States..... <i>Carlos RAMIREZ VALDEBENITO and Elena Madalina GHERGHINA</i>	6267
Selected Aspects of Management at The Workplace in Conditions of Uncertainty..... <i>Bartosz SURAWSKI and Barbara MARCISZEWSKA</i>	6275
Concept of Index of Information Society Development Effects (IISDE)..... <i>Piotr GUTOWSKI and Ewelina GUTOWSKA</i>	6284
Arctic Coastal Sea-River Zones Management Digitalization during COVID-19 pandemic..... <i>Vyacheslav G. BURLOV, Valery M. ABRAMOV, Evgeniy A. BAIKOV, Oleg I. SHEVCHUK, Eugene P. ISTOMIN, Oksana PETRIEVA, Yaroslav A. PETROV, Yuri Yu. SMIRNOV, Igor A. SIKAREV and Tatiana V. VEKSHINA</i>	6292
Small And Medium-Sized Enterprises in Developing Countries and the Coronavirus Pandemic..... <i>Krzysztof MARECKI</i>	6299
Experimentation and Analysis Routing Stability in Mobile Ad Hoc Network..... <i>Hala KHANKHOUR, Otman ABDOUN and Jaafar ABOUCHABAKA</i>	6308
Preparation of A Process and Project Maturity Model for An IT Company..... <i>Agata WOJCIECHOWSKA and Jacek STROJNY</i>	6313
Innovative Solutions for Improving the Ecological Parameters of Combustion and Electric Vehicles – On the Example of Artificial Intelligence and Modification of The Power Supply System..... <i>Karol F. ABRAMEK, Tomasz OSIPOWICZ, Łukasz MOZGA, Konrad Prajwowski and Jaromir MYSŁOWSKI</i>	6324
A Bibliometric Analysis of Romanian Leading Journals in Economics..... <i>Claudiu CICEA, Corina MARINESCU and Nicolae PINTILIE</i>	6331
Comparisons of Fuzzy Numbers Using Defuzzification Methods..... <i>Wojciech T. DOBROSIELSKI</i>	6346
The Capabilities of Maintenance Management Using Big Data..... <i>Artur BŁASZCZYK</i>	6356



Brief Considerations Regarding Special Criminal Offences Committed Against the Financial Interests of The European Union..... <i>Getty Gabriela Popescu, Florin Tudor and Andreea Elena Matic</i>	6365
Considerations Regarding the Heuristics of Instruments Used in The Transition to Sustainability..... <i>Valentina CORNEA, Mirela Paula Costache and Liliana Mihaela Moga</i>	6372
Insolvency Issues in The Covid Period ..... <i>Simona Petrina GAVRILA, Florin TUDOR and Andreea Elena MATIC</i>	6378
The Institution of Lottery: Between Profit and Social Responsibility..... <i>Valentina CORNEA and Andreea Elena MATIC</i>	6386
Fintech Y El Desarrollo De Innovaciones Financiera..... <i>Agnieszka WÓJCIK-CZERNIAWSKA</i>	6395
A Comparison of The Field of Study and Students' Perception of The University Social Responsibility: A Pilot Study Report..... <i>Katarzyna I. SZELAGOWSKA-RUDZKA, Hanna MACKIEWICZ and Edyta SPODARCZYK</i>	6402
Architecture of the Workplace in Remote Work in The Time of The Covid-19..... <i>Agnieszka GRZELCZAK and Borys SIEWCZYNSKI</i>	6414
Impact of the Covid-19 Pandemic on The Financial Stability of The Insurance Sector in Poland..... <i>Anna SZKARLAT-KOSZALKA</i>	6422
Digital Decision Support Instruments Development for High Latitude Maritime Management in Arctic..... <i>Valery M. ABRAMOV, Oleg I. SHEVCHUK, Igor A. SIKAREV, Evgeniy A. BAIKOV, Eugene P. ISTOMIN, Vyacheslav G. BURLOV, Ekaterina M. KORINETS, Yaroslav A. PETROV, Yuri Yu. SMIRNOV and Oksana PETRIEVA</i>	6431
The Impact of Covid-19 On Romanian Entrepreneurs in Relation to The Use of Digital Marketing Strategies..... <i>Elena Florentina GREJDAN, Elena GOGA, Iasmina-Iulia GRĂDINESCU and Gheorghe ORZAN</i>	6438
The Popularity of Financial Services on The Fintech Market in Poland and The Problem of Financial Inclusiveness..... <i>Marcin SURÓWKA and Katarzyna ŁACH</i>	6446
Understanding The Influence of Parasocial Interaction on Beauty Products Purchase Intention..... <i>Raquel Reis SOARES and Madalena CORREIA</i>	6455
Modelamiento De Ecuaciones Estructurales Aplicado Al Uso De Plataformas Digitales En Organismos Estatales..... <i>Francisco TAPIA-SIERRA, Sergio ARAYA-GUZMÁN and Cristian SALAZAR-CONCHA</i>	6460
Innovative Teaching and Learning Through Open Educational Resources..... <i>Amalia Venera TODORUT</i>	6464
Cause-Effect Analysis on The Wheat Market in Poland..... <i>Anna SZCZEPANSKA-PRZEKOTA</i>	6473
The impact of the COVID-19 pandemic on relations in B2C markets from the point of view of selected buyer characteristics..... <i>Adam SAGAN, Jarosław PLICHTA and Grazyna PLICHTA</i>	6483

Remuneration Transparency in A Teal Organisation on The Basis of a Company Representing IT Industry – Case Study..... <i>Aneta Maria PISARSKA</i>	6493
The Impact of The COVID Pandemic on The Value of Consumer and Mortgage Loans Granted by Polish Banks..... <i>Małgorzata Białas and Izabela Emerling</i>	6500
Concept Selection and Cost Calculation for A Ball Machine Used in Training Goalkeepers..... <i>Nicolae TUNSOIU, Cristian-Vasile DOICIN, Daniela TUNSOIU, Roman MURZAC and Mihaela-Elena ULMEANU</i>	6509
Works Linking in The Context of Cultural Security..... <i>Marta Pomykała</i>	6519
Memory Effect Modelled by Two-State Markov Process: Analysis of Selected Markets..... <i>Daniel ISKRA</i>	6524
Socio-Technical Aspects of The Enterprise Transformation In The Conditions of Industry 4.0..... <i>Bartosz JASIŃSKI</i>	6533
Civil Aviation Safety - On the Ground of International and European Legal Acts..... <i>Dagmara FLOREK-KLESK</i>	6540
Destined for Success? - threats to entrepreneurial education in the light of Christian ethics..... <i>Monika BOROWIEC-GARYS</i>	6546
Operating P&R Parking Facilities as An Instrument of Municipal Transport Policy on The Example of Krakow..... <i>Monika BOROWIEC-GARYS</i>	6554
Elementos Influyentes en la Lealtad e Intención de Compra de Marcas Blancas en Retailers de Ropa..... <i>Sergio M. DAVILA-LUJAN, Camila A. CUBAS-BARDALES and Rafael O. FLORIAN-CASTRO</i>	6561
Crypto Compliance: Adopting A Risk-Based Approach to Crypto Assets Exchange Within Crypto Currency Exchange Company Licensed In EU..... <i>Olegs CERNISEVS</i>	6573
Industry 4.0 Challenges to the Education System in the Eurasian Economic Union: Possible Changes in Competence Building..... <i>Anna SHEVYAKOVA, Elena PETRENKO and Igor DENISOV</i>	6584
Last Mile Delivery for E-Commerce: A Model Approach and Current Trends..... <i>Joanna DROBIAZGIEWICZ</i>	6593
Securing The Quality and Timely Execution of Transportation Services by Using Outsourcing..... <i>Eryk WINIARSKI and Igor BETKIER</i>	6601
Labour Market Challenges in Light of Changes Caused by Technological Development: A Student Perspective..... <i>Magdalena GORZELANY – DZIADKOWIEC and Małgorzata KOSAŁA</i>	6612
Environmental Security of Modern States in The Conditions of Global Challenges and Threats..... <i>Oksana RADCHENKO, Petro VORONA, Oleksandr RADCHENKO, Oleksandr MOCHKOV and Dmytro KADENKO</i>	6623

The Impact of The Covid-19 Pandemic on The Finances of Local Government Units - The Case of Poland.. <i>Katarzyna OWSIAK</i>	6629
Low-Code Platform in The Analysis and Evaluation System for Epidemic Simulation Exercises..... <i>Robert WASZKOWSKI and Tadeusz NOWICKI</i>	6638
The Low-Code Methodology in The Design of a Simulation Exercise Support System for Sanitary Services. <i>Robert WASZKOWSKI and Tadeusz NOWICKI</i>	6646
Driving Forces to Implement Industry 4.0 In Manufacturing SMES..... <i>Anna KWOTKOWSKA</i>	6659
Quality Cost Analysis in The Assessment of The Effectiveness of The Quality Management System..... <i>Patrycja KOKOT-STEPIEN</i>	6666
Impact of Gender on Social Media Use: A Study of Students' Motivation to Use Facebook, Instagram, and TikTok..... <i>Dariusz ZDONEK</i>	6672
The Use of Convolutional Neural Networks in Multiclass Classification of Digital Pictures..... <i>Marta BISTRON and Zbigniew PIOTROWSKI</i>	6683
Country Effect. Location of Foreign Direct Investments in the European Union Countries..... <i>Magdalena Kinga STAWICKA</i>	6689
Paper Properties of Degressively Proportional Convex Combination of Proportionality and Equality..... <i>Katarzyna CEGIELKA and Rafał OLEJNIK</i>	6694
The Application of Neural Network Models in the Production Environment..... <i>Marta BISTRON and Jarosław BUGAJ</i>	6700
Does Individual Social Capital Have Any Impact on Participation in Consumer Boycotts? Research In European Countries..... <i>Grzegorz ZASUWA, Agnieszka MAREK, Grzegorz WESOŁOWSKI and Joanna NIEWIADOMA</i>	6704
The Paradigm Is Shifted to The Green: From Industrial to Ecological Convention..... <i>Irina ASEEVA and Sergey M. PYASTOLOV</i>	6711
The Concept of Voluntary Disclosure in The Tax Audit Process: A Preliminary Study in Indonesia..... <i>Nanda ALFIYANDI and Ning RAHAYU</i>	6718
The Contribution of The Internal Audit to The Management: Study of The Societies of The District of Braga..... <i>Sara SERRA, Kátia LEMOS, João NEVES and José TEIXEIRA</i>	6732
External Confirmations: Study of The Circularization of Third Party..... <i>Kátia Lemos, Sara Serra, Sandra Rodrigues and Emília Gomes</i>	6740
Information Propagation in Online Social Networks – A Simulation Case Study..... <i>Damian FRĄSZCZAK</i>	6748
Coopetition as a Factor of Common District and Municipality Competitiveness in Poland – Case Study..... <i>Tomasz SMJETANKA</i>	6757
Special Autonomy Fund and Privilege Fund Management in Indonesia: Literature Review Approach..... <i>Lak Lak Nazhat EL HASANAH, Dessy ISFIANADEWI and Unggul PRIYADI</i>	6764

Effect of Perceived Ease of Use of Technology on Employees' Performance in The Oil and Gas Sector..... <i>Precious Bolanle BOLODEOKU, Ebeguki Ebe IGBINOBA, Charles Kelechi CHUKWUDI, Sandra Efeomo IDIA, Samuel Olayemi OMOLAJA and Uduakobong Samuel UDOKEONG</i>	6771
Impact of the EU Economies' Innovation Levels on The Flows of People at Their Labour Markets..... <i>Grażyna WĘGRZYN and Marcin SALAMAGA</i>	6779
Research Of Consumer Behaviour of a New Generation of Customers Regarding Education in Terms of The Assessment of Uncertainty Factors in E-Commerce..... <i>Jakub HORVÁTH, Radovan BAČÍK and Richard FEDORKO</i>	6786
Management Activities in The Structural Monitoring Process..... <i>Adrian Traian G.M. RĂDULESCU, Gheorghe M.T. RĂDULESCU, Tiberiu KALMAR, Virgil Mihai RĂDULESCU and Corina M. RĂDULESCU</i>	6791
Management of HUSKROUA cross-border projects, GeoSES Project Case Study..... <i>Adrian Traian G.M. RĂDULESCU, Corina M. RĂDULESCU, Gheorghe M.T. RĂDULESCU, Tiberiu KALMAR, Sanda NAȘ, Mihai HERBEI, Virgil Mihai RĂDULESCU, Mircea BONDREA and Petru MĂRAN</i>	6800
Generation Z Perceived Elements of Wine Tourism Memorable Experience: A Qualitative Approach..... <i>Aikaterini VASSILIKOPOULOU, Irene (Eirini) KAMENIDOU and Spyridon MAMALIS</i>	6808
Evaluation Of Diagnostic Variables Normalization Methods for Sustainable Energy Development Index – Application for European Union Member States..... <i>Magdalena LIGUS and Piotr PETERNEK</i>	6815
Analysis of Impact of Selected Microeconomic Characteristics on Bank Capital Structure. Empirical Evidence from Poland in the Years 2013-2019..... <i>Wiktoria SŁOMIANY and Marcin KĘDZIOR</i>	6820
Analysis of Zero Waste behaviors in Poland..... <i>Iwona ZDONEK</i>	6829
The Concept of The Power and Asymmetry of Power in Business Relationships: A Systematic and Bibliometric View of The Literature..... <i>Klaudia BRACIO</i>	6839
Marketing of Resources, Potential and Capital of An Ethnic Region: Exemplified By the Hutsul Region (Ukraine)..... <i>Anna CZAPLIŃSKA</i>	6858
The Functioning of Cross-Border Marketplaces on The Example of Polenmarkt Hohenwutzen in Osinów Dolny..... <i>Paweł CZAPLIŃSKI</i>	6867
Supporting Big Data Analytics in Saudi Arabian Higher Education: Human and Organizational Culture perspectives..... <i>Maher ASEERI and Kyeong KANG</i>	6873
Cultural And Creative Industries Worldwide and in Russia..... <i>Vladimir MATVEEV, Olga RUDAKOVA, Alla ANNENKOVA and Anna MIKHAYLINA</i>	6878
Innovation Transformation as a New Stage in the Development of Small and Medium Businesses: International Practices..... <i>Vladimir V. MATVEEV, Alla A. ANNENKOVA, Tatiana A. FILICHEVA and Tatiana A. FILICHEVA</i>	6887

Place Marketing and Tourism Development and Its Impact on The City of Cracow..... <i>Sebastian BRANKA</i>	6898
Modification of Consumer Behavior of Regional Retail in Russia..... <i>Ksenia NOVIKOVA, Ekaterina ANTINESKUL and Vladislav YATSUK</i>	6907
Challenges And Benefits of Working in Multicultural Teams: Evidence from Poland and Romania..... <i>Danuta SZPILKO, Joanna SZYDLO and Joanna SAMUL</i>	6921
A Review on Question Answering Systems: Domains, Modules, Techniques and Challenges..... <i>Maram K. ALMOTAIRI and Fethi FKIH</i>	6933
Factors Affecting Entrepreneurial Intention Among Young Adults..... <i>Jayanty KUPPUSAMY, Ajitha ANGUSAMY and Wan Ern NG</i>	6942
The Donor or The Recipient? Profiles Of Students According to Their Perception of The Essence of University Social Responsibility - A Pilot Study Report..... <i>Hanna MACKIEWICZ, Edyta SPODARCZYK and Katarzyna I. SZELĄGOWSKA-RUDZKA</i>	6949
Fertilizers and Pesticides Consumption at the Global and the EU level and in Romania..... <i>Agatha POPESCU and Valentin SERBAN</i>	6960
Dynamics of Concentration in Gross Domestic Product achieved in Romania's Agriculture..... <i>Agatha POPESCU and Valentin SERBAN</i>	6972
Faces of Revitalization: On the example of Polish post-industrial cities..... <i>Brygida SMOLKA-FRANKE</i>	6982
Region As a Factor Influencing Innovativeness of Enterprises: On the Example of The Zachodniopomorskie Province..... <i>Piotr ŁADNY</i>	6991
Impact of a Breach of The Rule of Law on Litigation in The Business Sector..... <i>Bogna BACZYNSKA</i>	7000
Structure of Production based on Backward and Forward Linkages: The Case of China and USA..... <i>Rumiana GÓRSKA</i>	7007
The small “e” eLIFE - eLearning, eInteraction, eFuture, eEducation..... <i>Marta-Christina SUCIU, Teodora ABRAMIUC (TODORAN) and Gheorghe-Alexandru STATIVĂ</i>	7020
Development Demands Innovation..... <i>Teodora ABRAMIUC (TODORAN) and Gheorghe-Alexandru STATIVĂ</i>	7027
Economic Growth, Energy Consumption and CO2 Emissions in the Conditions of Energy Sector Transformation in 2000-2018 – the Global and Regional Perspective..... <i>Bogumiła MUCHA-LESZKO, Magdalena KĄKOL and Aneta JAROSZ-ANGOWSKA</i>	7035
Career Guidance in The Context of Improving the Labor Market..... <i>Liudmila NADREEVA, Vladimir ABRAMOV and Anna NIKOLAEVA</i>	7045
The Importance of Consumption Taxes In the EU..... <i>Michał SOSNOWSKI</i>	7053

Can The Logistics Label Be an Omnichannel Tool? – The Distributor's Perspective.....	7060
<i>Adam KOLINSKI and Roman DOMANSKI</i>	
Analysis of the Adequacy of Minimum Wages in Poland.....	7077
<i>Wojciech KOZIOŁ, Karolina CHRABĄSZCZ-SARAD and Anna KARASŃ</i>	
Polish Chambers of Commerce Towards Problems of Sustainable Development.....	7085
<i>Daria ZAWALSKA</i>	
Local Taxation Awareness in Rural Communities in Poland.....	7092
<i>Patrycja SWIERCZEK-DUTKA</i>	
The Expectations of Employers in the E-Commerce Industry Related to the Competencies of University Graduates.....	7096
<i>Małgorzata TYRAŃSKA, Angelika WODECKA-HYJEK, Mariusz ŁAPCZYŃSKI and Bernard ZIĘBICKI</i>	
Models to Enhance Students Analytical Thinking Skills: A Literature Review.....	7107
<i>Siti Zalika ROSLY, Nazreen SAHOL HAMID and Melissa MAM YUDI</i>	
Uso del Modelo TAM: Determinantes del Marketing en Redes Sociales de las Agencias de Viajes en Cusco-Perú.....	7108
<i>Richard F. PAREJA MOSCOSO, Boris V. RAMIREZ- PANDURO and Rafael O. FLORIAN-CASTRO</i>	
Impacto de los Constructos del Social Commerce en la Experiencia del Consumidor y su Vinculación con la Intención de Compra.....	7117
<i>Alejandra DIAZ BAQUERIZO, Giovanna CUADROS SALINAS and Rafael FLORIAN CASTRO</i>	
Opportunities of Portfolio Construction Including ESG And Conventional Investments Based on Dynamic Conditional Correlation.....	7128
<i>Joanna GORKA and Katarzyna KUZIAK</i>	
Análisis Crítico Del Discurso Sobre La Situación De Las Personas Migrantes En La Jurisprudencia Del Corte Interamericana De Derechos Humanos.....	7137
<i>Hugo GONZÁLEZ</i>	
Análisis Crítico Del Discurso Sobre La Libertad De Expresión En El Contexto De La Una Sociedad Democrática Según La Jurisprudencia De La Corte Interamericana De Derechos Humanos.....	7153
<i>Hugo GONZÁLEZ</i>	
Teleworking And Work Satisfaction During Covid-19. An Analysis on Sustainability and Future Possible Implementations.....	7171
<i>Marta Christina SUCIU, Razvan COTESCU, Oana-Raluca TOFAN, Gheorghe Alexandru STATIVA and Mircea Ovidiu MITUCA</i>	
The Influence of Consumer Perceived Knowledge and Quality Cues on Purchase Decisions for Financial Services.....	7181
<i>Chaudhry Kashif MAHMOOD, Shabir AHMAD, Tayyiba KHALIL, Hassan ALI and Talha Sarfaraz</i>	
Challenges Regarding Sustainable Development from Building Materials Perspective.....	7188
<i>Andreea MAIER, Luminita Monica MOLNAR and Simona STANCA</i>	
The Influence of The Energy Sector on The Functioning of The Ukrainian Economy.....	7196
<i>Tomasz MOTOWIDLAK</i>	
Malodorous Gases and The Life Quality of Inhabitants in The Anthropogenic Activity Areas.....	7204
<i>Tomasz SAWOSZCZUK, Justyna SYGULA – CHOLEWINSKA and Barbara BLYSKAL</i>	

How To Communicate CSR Activities? Should Companies Communicate Their Social Commitment?..... <i>Honorata HOWANIEC and Przemysław KASIŃSKI</i>	7214
Technology And the Distribution of The Healthcare Services..... <i>Agnieszka BUKOWSKA-PIESTRZYŃSKA and Urszula MOTOWIDLAK</i>	7228
Analysis of Risk Factors for Transport of Food in Refrigerated Containers Within the Supply Chain..... <i>Włodzimierz ROSOCHACKI and Ludmila FILINA-DAWIDOWICZ</i>	7235
The Change in The Expectations of Polish Young Adults Towards the Offer of Online Stores..... <i>Leszek GRACZ</i>	7248
Measuring Web-Based Learning Satisfaction: Business Students' Perspectives During the Covid-19 Out-Break..... <i>Chaudhry Kashif Mahmood</i>	7255
Social Network Sites Engagement in The Job Search Process Among Women in Poland..... <i>Ewa Prymon-Rys</i>	7260
Social Media as A Communication Channel of Luxury Brands CSR Policy..... <i>Wioleta DRYL</i>	7270
Brand Crisis Management in The Context of Firestorm Online social media..... <i>Tomasz DRYL</i>	7278
Operating strategies of SMEs in Poland and the COVID-19 crisis..... <i>Agata WARMINSKA</i>	7284
The Development of a Child's Speech as The Basis of Interpersonal Communication- Polish Diagnostic Tools..... <i>Ewa MAŁACHOWSKA</i>	7291
Ecological-Industrial Problems while Realizing the Strategy for the Development of a Large Agro-Industrial Manufacture Sector in the National Food Supply System..... <i>Mikhail A. ANANIEV and Tatiana I. TEPLUKHOVA</i>	7297
The Structure of The Romanian Dual Education System..... <i>Constantin CUCOSEL</i>	7302
Structural Analysis of The Behaviour of Autonomous Systems - Customer Relationship Management During the Covid Pandemic In EU..... <i>Josef BOTLÍK and Milena BOTLÍKOVÁ</i>	7306
The Use of Principal Component Analysis (PCA) In Modeling Yield Curve Dynamics of The Romanian Government Bond Market..... <i>Andreea OPREA</i>	7319
Clustering The European Union Countries by Significant Labour Market Indicators in the COVID-19 Pandemic Crisis..... <i>Georgiana STĂNCIULESCU and Amalia CRISTESCU and Mădălina Ecaterina POPESCU</i>	7320
Evolution of Agriculture Towards More Effective Natural Resources Management with Regard to Green Economy..... <i>Waldemar BOJAR and Wojciech ŻARSKI</i>	7327

Methodological Approaches to The Development of Regional Food Supply Systems with Account for Their Influence on The Food Market..... <i>Mikhail A. ANANIEV</i>	7334
Customer Engagement: The Impact of Customer Engagement on The Customer Journey and Purchasing Process..... <i>Stephan SCHIRMACHER</i>	7339
Synergistic Knowledge Networks in Innovative Alliances..... <i>Karolina CHRABĄSZCZ-SARAD and Anna KARAS</i>	7351
Ethical Communication as A Key Element of Corporate Social Responsibility..... <i>Aleksandra KUZIOR, Anna KOCHMAŃSKA and Izabela MARSZALEK-KOTZUR</i>	7358
The Impact of Being a Subsidiary on The Process of Formulating and Implementation of The Strategy in Polish Small Enterprises..... <i>Krzysztof ĆWIK</i>	7364
Impact Of COVID – 19 On the Food Security in The Regions of Ukraine..... <i>Mykola PUGACHOV, Olga KHODAKIVSKA, Oleksandr SHPYKULIAK, Nataliia PATYKA and Olena HRYSCHENKO</i>	7369
Innovative IT Solutions in The Field of External Relations In Collectibility of Budget Receivables on The Example Of Common Courts of The West Pomeranian Voivodeship in Poland..... <i>Rafal MAZUR</i>	7381
Towards Cloud Agile Business Process Management..... <i>Agnieszka BITKOWSKA, Damian DZIEMBEK and Tomasz GZIK</i>	7389
Innovations in the Tanning Industry Oriented at Improving the Environmental Profile of Leather..... <i>Gabriela ZIELINSKA</i>	7403
Efficiency of Mining Investments: Models to Determine the Optimal Production Capacity in Mining Industry..... <i>Marius BULEARCĂ, Cornelia NEAGU, Daniel Fistung and Cristian SIMA</i>	7412
Determinants of the Usage of Digital Banking Services in Malaysia..... <i>Ajitha ANGUSAMY, Jayanty KUPPUSAMY and Min Wei WONG</i>	7423
Moodle And Engineering Education: Literature Review..... <i>Tamara ALCANTARA-CONCEPCION, Sonia BRICENO-VILORIA and Víctor LOMAS-BARRIE</i>	7430
The Perception of the “Environmental Attributes” of Food Product Packaging and Their Influence on Buyers’ Purchasing Decisions (During The SARS-Cov-2 Pandemic)..... <i>Wioletta WRÓBLEWSKA, Dariusz PASZKO and Joanna PAWLAK</i>	7438
Directions of Energy Transition of Uzbekistan..... <i>Krystyna GOMÓŁKA and Piotr KASPRZAK</i>	7447
Learning Strategies to Develop Students Critical Thinking Skills: A Literature Review..... <i>Siti Zalika ROSLY</i>	7458
Analysis of The Cots Prototyping Solutions for Bluetooth Submeter Localization System..... <i>Krzysztof MAŚLANKA</i>	7459



Digitalizing the Learning Experience in Life-Sciences during the Covid-19 Pandemic in Japan.....	7464
<i>Alexandra DUTESCU DIMBOVITA, Keita SUGIYAMA, Hideki ISHIDA, Hiroaki KANEKO and Cristian Iulian VLAD</i>	
Application of Wroclaw Taxonomy in Classification of GNSS Interferences in Business Use.....	7468
<i>Dariusz ZMYŚŁOWSKI</i>	
Top Skills for Graduates to Succeed in Post-Pandemic World: A Literature Review.....	7474
<i>Siti Zalika ROSLY</i>	
Methodological Approaches to Improving the Mechanism of Strategic Management in The Development of The National Food Supply System.....	7475
<i>Mikhail A. ANANIEV</i>	
Environmental, Social and Governance Reporting as A Challenge for Enterprises in The Light of Extended EU Requirements in The Field of Climate Impact.....	7479
<i>Renata ŻABA-NIERODA</i>	
Organization of Knowledge Resources for The Development of a Virtual Assistant to Inform the Public About The SARS-Cov2 Pandemic.....	7488
<i>Katarzyna MLECZKO</i>	
Digitalization of Agriculture in The Context of Ensuring Food Security.....	7494
<i>Svetlana FILIPPOVA, Evgenij IVANOV, Larisa GORDEEVA, Marina ABROSIMOVA, Olga LITVINOVA, Marie TOLSTOVA, Olesya AFANASIEVA and Natalia NESTEROVA</i>	
Liability For Damages and Loss Caused by Artificial Intelligence in Emerging Economies: Ukrainian Case.....	7501
<i>Svitlana YEVDOKIMENKO, Serhii YEVDOKIMENKO, Jaroslaw Szreder and Volodymyr STRELTSOV</i>	
Intelligent Wireless Communication Control of a Rotorcraft.....	7507
<i>Paul Ciprian PATIC and Ion Florin POPA</i>	
Looking for Advantages in MMO games – a World of Tanks Example.....	7517
<i>Marcin PEŁKA</i>	
Preparation and Education of Pupils at Primary School in Specific Safety Areas.....	7524
<i>Katarína KOŠŮTOVÁ, Linda MAKOVICKÁ OSVALDOVÁ, Jozef KUBÁS and Katarína HOLLÁ</i>	
Occupational Health and Safety of Food Industry Employees with Emphasis on Specific Diseases.....	7531
<i>Stanislav MALÝ, Kristýna VAVREČKOVÁ, Klára MALME, Jozef KUBÁS, Katarína HOLLÁ and Linda MAKOVICKÁ OSVALDOVÁ</i>	
The Essence of Green Transport - Case Study an Innovative Approach to The Diagnosis of a High-Voltage Battery in A Hybrid Vehicle.....	7540
<i>Karol F. ABRAMEK, Tomasz OSIPOWICZ, Łukasz MOZGA and Konrad Prajwowski</i>	
IFS Food Standard V7 - Evolution or Revolution.....	7547
<i>Paweł NOWICKI and Piotr KAFEL</i>	
Modeling Information Dissemination in Virtual Social Networks.....	7552
<i>Michał BRYŁA, Rafał HUK and Rafał KASPRZYK</i>	
Mobile Application Communication with An Artificial Intelligence System on The Example of a System Used by Dog Shelters.....	7561
<i>Tomasz SKŁADANEK, Paweł KACZMAREK, Rafał SZADKOWSKI, Rafał BIELIŃSKI and Dominik BLACHOWICZ</i>	

Efficiency Assessment of Coordinated Hierarchical Dynamic Spectrum Management for Mobile Ad Hoc Networks.....	7567
<i>Jerzy LOPATKA, Jerzy DOŁOWSKI, Rafal BRYŚ and Bogusław GROCHOWINA</i>	
The Concept of Six Capitals in Integrated Reporting – Disclosure Quality Assessment: Evidence from Poland.....	7575
<i>Bogusława BEK-GAIK and Anna SUROWIEC</i>	
Human Capital in Relation to Industry 4.0.....	7584
<i>Jaroslav VRCHOTA, Petr ŘEHOŘ, Ladislav ROLÍNEK, Jiří BEDNÁŘ and Radek TOUŠEK</i>	
Barriers To the Implementation of Industry 4.0 In SMES in The Czech Republic.....	7591
<i>Jiří BEDNÁŘ, Ladislav ROLÍNEK, Jaroslav VRCHOTA, Petr ŘEHOŘ and Radek TOUŠEK</i>	
Resource Potential of the Growth of Region's Economy: Tools for Assessment and Implementation.....	7599
<i>Elena KOLESNICHENKO, Yana RADYUKOVA, Larisa BAKULEVSKAYA, Lyudmila Mikhailovna KORNILOVA, Evgeniy A. IVANOV and Maria Leonidovna TOLSTOVA</i>	
Capability Analysis of Financial Stability of An Economic Entity in the System of Business Financial Security.....	7608
<i>Alevtina Vasilievna KOROTKOVA, Larisa Vitalyevna BAKULEVSKAYA, Lyudmila Mikhailovna KORNILOVA, Evgeniy A. IVANOV and Maria Leonidovna TOLSTOVA</i>	
Economic Category “Business Efficiency” In the Modern Economic Paradigm.....	7611
<i>Alevtina Vasilievna KOROTKOVA, Larisa Vitalyevna BAKULEVSKAYA, Lyudmila Mikhailovna KORNILOVA, Anna Sergeevna KORNILOVA, Evgeniy A. IVANOV and Maria Leonidovna TOLSTOVA</i>	
E-competencies and Digital Skills Training: Principles for Developing Teaching Methods (Case of Russia and Kazakhstan).....	7616
<i>Anna SHEVYAKOVA, Elena PETRENKO and Sergey MANAKHOV</i>	
Open Science in Open Innovation Model in Covid-19 Times: Evidence on Scientific Collaboration.....	7624
<i>Elzbieta POHULAK-ZOLEDOWSKA</i>	
Business Evolution in Poland at The Time of Covid-19 Pandemic: Selected Issues.....	7633
<i>Miroslaw BETKOWSKI</i>	
Factors That Influence Sustainability Environmental Dimension: A Methodological Framework Approach..	7644
<i>Ionuț Viorel HERGHILIGIU, Ioan-Bogdan ROBU and Adrian VILCU</i>	
Acid Rain Management Digitalization Within Environmental Economics.....	7653
<i>Eugene P. ISTOMIN, Valery M. ABRAMOV, Oksana PETRIEVA, Vyacheslav G. BURLOV, Evgeniy A. BAIKOV, Vladimir A. BOLSHAKOV, Yaroslav A. PETROV, Mikhail B. SHILIN, Elena S. NOVOZHILOVA and Vladimir N. ZAVGORODNIY</i>	
The Importance of Developing Research Competencies and Research Intentions of Future HR Professionals	7660
<i>Anastasiya PESHA</i>	
Comparative Analysis of The Motivation for Training Employees in The Field of Education and Industrial Companies.....	7667
<i>Anastasiya PESHA, Marina SHAVROVSKAYA, Marina NIKOLAEVA and Nelly SHRAMKO</i>	
The Fiscal Efficiency of Excise Duty on Tobacco Products in Poland under Sustainable Development Conditions.....	7674
<i>Edyta SYGUT</i>	

Study on the Development of Entrepreneurship Education Models Based on MSME Student Program on Students of FE UNJ.....	7684
<i>Henry ERYANTO, Marsofiyati, Darma Rika SWARAMARINDA, Mayang Puspita DEVI and Novinda ELISIA</i>	
The Potential Role of Information Technology in Enhancement of Small Enterprise Competitiveness.....	7691
<i>Denis VASILIEV</i>	
Genetic Algorithms for A Sampled Investment Portfolio Formulation Procedure at An Increased Market Volatility.....	7695
<i>Mateusz DZICHER</i>	
To Invest, Or Not to Invest, That Is the Question Investment Preferences Among Business Students.....	7706
<i>Rafał BUŁA and Paulina WOJTALA</i>	
Project Management in the Fast-paced Digital Environment.....	7718
<i>Anna KRULJACOVA and Mariana TESAROVA</i>	
Theories of Social Agency in The Context of Developing the Paradigm of Innovative Entrepreneurship.....	7725
<i>Evgeny KAMENSKY, Irina LESKOVA, Sergey ZYAZIN and Al'bina OGURCOVA</i>	
The Importance of The Integrated Security System for Critical Infrastructure Operation and Safety.....	7731
<i>Jarosław NAPIÓRKOWSKI</i>	
Instruments of Evaluation Effectiveness in The Logistics Industry.....	7739
<i>Karol SIKORA</i>	
Digital Revolution and Cyber Threats as Its Consequence.....	7750
<i>Michał ZIMON and Rafał KASPRZYK</i>	
Microeconomic Determinants of the Financing Structure of Manufacturing Enterprises in Selected European Union Countries.....	7756
<i>Jacek BARBURSKI</i>	
The Relationship between Unemployment and Economic Growth, Inflation and Public Debt. Empirical Evidence for Romania.....	7771
<i>Nicoleta PANAITTE, Nicoleta PROHOZESCU (IFTIMI) and Carmen PINTILESCU</i>	
The Perception of the “Environmental Attributes” Of Food Product Packaging and Their Influence on Buyers’ Purchasing Decisions (During The SARS-Cov-2 Pandemic).....	7779
<i>Wioletta WRÓBLEWSKA, Dariusz PASZKO and Joanna PAWLAK</i>	
Multi-Aspect Quality Assessment of Mobile Image Classifiers for Companion Applications in The Publishing Sector.....	7788
<i>Karol DRASZAWKA</i>	
A Digital Platform to Support the Design and Creation of Digital Social Innovations.....	7797
<i>Kornelia BATKO and Kamila BARTUŚ</i>	
The Concept of An Innovative Customer Intelligence Application Supporting the Development of Commercial Enterprises.....	7806
<i>Agnieszka TOMASZEWICZ</i>	
Demand Forecasting as An Element of The Company's Financial Security During the Warehouse Processes	7810
<i>Malgorzata GRZELAK, Paulina OWCZAREK and Weronika DORF</i>	

Pyrometric Temperature Measurements During Covid-19 Pandemic in Poland..... <i>Anna SZAJEWSKA, Szymon JOPEK and Krzysztof SZAJEWSKI</i>	7820
Simplified State Aid Rules in The European Union: A Critical Analysis..... <i>Piotr PODSIADLO</i>	7831
Innovative Activity in the Institutional Environment of Russian Regions..... <i>Yuri I. TRESHCHEVSKY, Anna Yu. KOSOBUTSKAYA, Anton A. PRACHENKO and Alina G. MALUGINA</i>	7841
Stimulating Function of Fiscal Policy in Selected Countries of Central and Eastern Europe in 2011-2019.... <i>Arkadiusz Zabinski</i>	7850
An Integrated View on Regional Economic Research..... <i>Michał BILCZAK and Kornelia SZMIT</i>	7856
Traditional and Econometric Approach to Assessing the Economic Efficiency of Financial Institutions..... <i>Jacek BARBURSKI</i>	7861
Innovative Performance of Slovakia and Global Innovation Index..... <i>Vojtech KOLLÁR and Silvia MATÚŠOVÁ</i>	7872
Use of Marketing Concept in The System of Administrative Services in Ukraine: Quality, Efficiency, Social Responsibility..... <i>Valerii PAVLIUK, Larysa RADKEVYCH and Vadym OSTAPCHUK</i>	7883
Growing E-Commerce Sales in Foods by Identifying the Triggers and Barriers within the Main Profiles of the Romanian Online Grocery Shoppers, during Pandemics. Key Findings after Running a Qualitative Research..... <i>Anamaria BĂJAN (DUMITRACHE), Anca Maria RANCEA, David CIOCODEICĂ and Gheorghe ORZAN</i>	7891
Food Quality and Security Focused on Consumer Needs..... <i>Mahmoud TARHINI</i>	7900
Methods and Techniques for Evaluating and Analyzing Agri-Food Security..... <i>Mahmoud TARHINI</i>	7907
Evolution or Revolution: from Digital Twin to Metaverse a Critical Review..... <i>Elena LACATUS</i>	7918
The Normality of a Virtual Laboratory..... <i>Elena LACATUS</i>	7925
Corporate Social Responsibility in Polish Logistics Companies..... <i>Renata PIĘTOWSKA-LASKA</i>	7930
System Of Express Analysis and Forecasting of The Current Financial Stability of Enterprises..... <i>Maria Vladimirovna PETROVSKAYA and Ivan Vladimirovich SUKHANOV</i>	7942
IT Changes in Management in the Face of the Global Crisis and Pandemic..... <i>Jerzy WACHOL</i>	7954
Modern Management Methods and Trends of Changes in Organizations During the Crisis and Pandemic.... <i>Jerzy WACHOL</i>	7961

Consumers' Visual Attention When Choosing Carbonated Soft Drinks: A Study Using Eye-Tracking Methods.....	7967
<i>Bartłomiej KABAJA</i>	
How Important Are Social Networks for Universities? An Analysis for Romanian Higher Education.....	7973
<i>Silvius STANCIU</i>	
The Influence on The Performance of The Real Estate Market from Romania: Panel Data Analysis.....	7981
<i>Cătălin – Florin BĂRNUȚ and Claudia Diana SABĂU-POPA</i>	
Japan Stock Market Lessons Amid Pandemic and Before.....	7987
<i>Ihor HURNYAK, Arkadiusz NIEDZWIECKI and Marek PRONIEWSKI</i>	
Relative Predictability and Long-Term Institutional Illusory of Cryptocurrencies.....	7996
<i>Ihor HURNYAK, Arkadiusz NIEDZWIECKI and Marek PRONIEWSKI</i>	
Blockchain Model for Fuzzy Green Certification of Business.....	8003
<i>Loredana Adriana SAGHIN (DIMA), Maria Magdalena TUREK RAHOVEANU, Constanta Laura AUGUSTIN (ZUGRAVU), Madalina SERBAN and Gheorghe Adrian ZUGRAVU</i>	
Improving Mechanisms of State Regulation of Adoption as One of the Priorities of Social Protection of Children in Ukraine.....	8010
<i>Milena KRAVCHENKO, Kyrylo DOMBROVSKY and Oleg KULINICH</i>	
Natural Risks Management Digitalization in Arctic Marine Fishery.....	8016
<i>Valery L. MIKHEEV, Valery M. ABRAMOV, Mikhail B. SHILIN, Evgeniy A. BAIKOV, Eugene P. ISTOMIN, Vyacheslav G. BURLOV, Vladimir N. ZAVGORODNIY, Oksana PETRIEVA, Yaroslav A. PETROV and Elena S. NOVOZHILOVA</i>	
Managing The Economic Security Within Constant Evolution Company.....	8023
<i>Aminat KHUAZHEVA, Taliat BIELIALOV, Anatolii CHYNCHYK, Bogdan YATSYKOVSKYY and Oleksandr BOGUSLAVSKYY</i>	
The Principle of Fair Value in Accounting: Methodological Design and Use Problems.....	8028
<i>Alexander SUKHAREV, Yulia SCHMIDT, Irina ZHUPLEY, Evgeniia ZADVORNEVA and Oksana IVANOVA</i>	
The Impact of Corporate Social Responsibility Mediation on the Relationship between Earnings Management and Tax Avoidance.....	8034
<i>Kiryanto KIRYANTO, Luluk Muhimatul IFADA and Farikha AMILAHQA</i>	
Sustainability- A Multiple Regression Model For EU-27.....	8041
<i>Adina A. NEAMTU</i>	
Green Funds - Controversy Financing Instruments.....	8049
<i>Alexandra M. BELE (LACATUS), Claudia Diana SABAU-POPA</i>	
Leadership In Multicultural Teams.....	8058
<i>Joanna SZYDLO, Danuta SZPILKO and Joanna SAMUL</i>	
Integrated Water Management Digital Transformation Within Lower Yenisei River in Ice Season.....	8067
<i>Valery L. MIKHEEV, Valery M. ABRAMOV, Mikhail B. SHILIN, Evgeniy A. BAIKOV, Eugene P. ISTOMIN, Vyacheslav G. BURLOV, Vladimir N. ZAVGORODNIY, Oksana PETRIEVA, Yaroslav A. PETROV and Elena S. NOVOZHILOVA</i>	

ABC Classification in Fuzzy Environment..... <i>Lidia VESA and Marcel Ioan BOLOŞ</i>	8075
Marketing and Management Analysis of Dark Tourism Product..... <i>Pavel Tvrzník, Tomáš Jeřábek, Zdeněk Málek and Katarína Mrkvová</i>	8087
Sustainable Economic Growth and Creative Destruction in The Economy..... <i>Piotr WALAG and Dominika KULIŃSKA</i>	8095
Reasons for The Dual Course of Deindustrialization Processes..... <i>Piotr WALAG and Sławomir KURPASKA</i>	8105
Ice Risks Management Digitalization Within North Sea Route Exploitation in Polar Night..... <i>Tatiana V. VEKSHINA, Valery M. ABRAMOV, Yaroslav A. PETROV, Vyacheslav G. BURLOV, Mikhail B. SHILIN, Igor A. SIKAREV, Ekaterina M. KORINETS, Evgeniy A. BAIKOV, Eugene P. ISTOMIN and Oleg I. SHEVCHUK</i>	8110
Dynamics of the Social Skills Formation in Primary Schoolchildren with Intellectual Disabilities studying in Different Learning Conditions..... <i>Elena BORISOVA, Irina KOZINA, Tatyana KARANDAEVA, Nadezhda POLYAKOVA and Nataliya KOMOVA</i>	8117
Pedagogical, Social and Psychological Support for Students with Visual Impairment in a Higher Educational Institution..... <i>Tatyana KARANDAEVA, ELENA BORISOVA, IRINA KOZINA, VENERA DENISKINA AND VLADIMIR SOKOLOV</i>	8120
A Study on the Social Sustainability of European Tax Systems..... <i>Ioana Laura TIBULCA</i>	8124
Local Development as An Element of Entrepreneurship Within Poland's System of Local Government..... <i>Michał MATUSEWICZ</i>	8134
Ransomware And Honey pots..... <i>Michał GLET and Kamil KACZYŃSKI</i>	8142
Promotion Trends and Impact of New Media Advancement for Business Marketing..... <i>Costica ROMAN and Ruxandra BEJINARU</i>	8146
Social And Economic Impact of Extra-Curricular Physical Activity of Junior High School Students and Their Parents..... <i>Magdalena KWIEK</i>	8154
Pandemic of a New Coronavirus Infection (COVID-19): A State-Legal and Economic Phenomenon..... <i>Natalia RAKSHA, Anna BORENSTEIN, Elena POZDNYAKOVA, Yulia VETCHINOVA, Sergey LIKHACHEV and Andrey PASHIN</i>	8165
State-Legal Regulation of Challenging Paternity and Motherhood..... <i>Natalia RAKSHA, Anna BORENSTEIN, Elena POZDNYAKOVA, Yulia VETCHINOVA, Natalia BARBASHOVA and Anastasia KOLMYKOVA</i>	8169
International Legal Basis for Preventing Vandalism..... <i>Natalia RAKSHA, Anna BORENSTEIN, Elena POZDNYAKOVA, Yulia VETCHINOVA, Natalia BARBASHOVA and Anastasia KOLMYKOVA</i>	8176

The Revision of The Iv Phase of Eu Ets in The Context of The Climate Change Policy Design And Its Implementation.....	8181
<i>Daniela ZĂNESCU (PANAIT)</i>	
Effect of Travel Time Variability on The Operating Cost of a Tram Line.....	8196
<i>Marek BAUER and Kinga BAUER</i>	
Intermodal Transport Market a Pandemic Situation In 2019-2020.....	8208
<i>Szymon MACHAŁA and Norbert CHAMIER-GLISZCZYNSKI</i>	
The Effects of The Covid-19 Pandemic on The Spanish Labour Market.....	8216
<i>Dagmara BAGROWSKA, Szymon MACHAŁA and Norbert CHAMIER-GLISZCZYNSKI</i>	
Security Issues of TCP/IP Protocols.....	8224
<i>Adam KOSTULAK</i>	
Path Loss and Shadowing Characterization for Forest Environment.....	8234
<i>Piotr GAJEWSKI</i>	
Proposing A Method of Organizational Diagnosis: Study Case.....	8242
<i>Andrei Valentin BAICU and George CARUTASU</i>	
Horticulture In Romania Case Study: Flowers - A Luxury for Romanians.....	8250
<i>Mihaela MUNTEANU PILA and Silvius STANCIU</i>	
Example of Watermark Encoding in Audio Signals Using the Wavelet Transform.....	8256
<i>Rafał SZADKOWSKI</i>	
Seed And Oil Yield of Two Spring Camelina Varieties with Different Fertilization Scheme.....	8259
<i>Ștefan BĂTRÎNA, Lucian BOTOȘ, Laura ȘMULEAC, Ilinca Merima IMBREA, Florin CRISTA, Elena PET, Ioan BĂNĂȚEAN-DUNEA and Florin IMBREA</i>	
Valuation of Receivables in Decision-Making Process of a Debt Collection Company with Use of Decision Trees.....	8272
<i>Rafał JANKOWSKI and Andrzej PALIŃSKI</i>	
Automotive Industry Goes East and the Drivers of Relocation in a Highly Competitive Supply Chain: A Case Study of a Multinational Electronics Plant.....	8282
<i>Attila TURI</i>	
Expertise of the Economic Efficiency in Land Transport.....	8295
<i>Maciej GLINIAK, Sławomir KURPASKA, Krzysztof GÓRKA and Paweł BARAN</i>	
Analysis of the Efficiency of The Decentralized Ventilation with Recuperator.....	8300
<i>Maciej GLINIAK, Sławomir KURPASKA, Piotr ŁYSZCZARZ and Przemysław DUDA</i>	
Analysis of the Impact of a Photovoltaic Farm on The Occurrence of Electromagnetic Smog.....	8307
<i>Maciej GLINIAK, Janusz TABOR and Agnieszka JASAK</i>	
Impact of Power Supply Wheeled Vehicles of Public Transport on Pollution Emission.....	8311
<i>Maciej GLINIAK, Janusz TABOR and Tomasz BYLICA</i>	
Optimization of Transport Costs of Imported Products in A Trading Company.....	8318
<i>Maciej GLINIAK and Mateusz KLIMCZYK</i>	

Analysis of Spatial Variability of Air Pollutants in A Rural Area..... <i>Maciej GLINIAK, Krzysztof GÓRKA and Klaudia TUREK</i>	8327
Balance of the Air Preparation Process in The Recuperation System..... <i>Maciej GLINIAK, Sławomir KURPASKA, Piotr ŁYSZCZARZ and Przemysław DUDA</i>	8333
Precising of Divisia Monetary Aggregates by Adding Differential Elasticity of Prices for Consumer Goods <i>Yevhenii ALIMPIEV</i>	8339
European Quality Labels - a Visual Source of Consumer Information on Traditional Products. An Empirical Study from Poland on Labels Recognition and Information Seeking Behavior..... <i>Inga OLEKSIUK</i>	8346
Links between the Gantt Chart and Network Methods (CPM and PERT)..... <i>Anna GRZES</i>	8354
Most Popular Recent Topics in Strategic Management Based upon Citation Score..... <i>Adam PAWLICZEK, Stefan KOLUMBER, Pavel KOLOS and Jakub CHLOPECKY</i>	8363
The State-Legal Aspect of Ensuring the National Security of The State..... <i>Natalia RAKSHA, Anna BORENSTEIN, Elena POZDNYAKOVA, Yulia VETCHINOVA, Sergey LIKHACHEV and Andrey PASHIN</i>	8372
Can Polish Voivodeships Cities Use Mobile Apps?..... <i>Leszek GRACZ</i>	8377
Data Sharing and Data Retention Using Microsoft Teams: A Case Study of a Large Polish Manufacturing Company..... <i>Piotr CZERWONKA</i>	8390
Influence Of New Media on Public Opinion in The Formation of The Environmental Brand Image of The City (On the Example of Chelyabinsk, Russia)..... <i>Yana DOBRYNINA and Elena TROFIMENKO</i>	8397
The Effect of CSR Disclosure on Financial Performance Companies Listed on The Indonesia Kompas-100 Index 2018-2020..... <i>Muhammad Erwin ALTHAF, Zuliani DALIMUNTHER, Imbuh SULISTYARINI and Hendro PRABOWO</i>	8404
How To Teach Environmental Responsibility - A Pilot Study on Waste Management in Kindergarten Facilities..... <i>Joanna BARTNICKA and Peshraw MOHAMMED SULAIMAN</i>	8411
Towards Firm Value Based on Capital Structure..... <i>Rustam HANAFI, Luluk Muhimatul IFADA and Muohamad Chilmi FAJRI</i>	8418
The Role of Design Management in Product Design Innovations..... <i>Renáta ŠEVČÍKOVÁ</i>	8431
The Impact of the COVID-19 Pandemic on The Shopping Tourism and Economy of a Border Region as Exemplified By The Poland-Belarus Borderland..... <i>Arkadiusz MALKOWSKI</i>	8438
Financial Recommender Systems Incorporating Long-Tail Data..... <i>Igor K. KLIOUTCHNIKOV and Anna I. KLIOUTCHNIKOVA</i>	8446



Sustainable Growth Rate Analysis: Study on Companies from North-West of Romania Before and During the Pandemic.....	8452
<i>Ioana-Cristina CRACIUN (TIMOFEI) and Claudia Diana SABAU-POPA</i>	
Comparison Of Network Attacks Before and During Covid-19 On Educational Institutions.....	8458
<i>Grzegorz PODGORSKI</i>	
Logistics In the Context of Industry 4.0.....	8467
<i>Irina N. ROGOVA, Alexey S. KHARLANOV and Bolat B. IMANBAEV</i>	
External And Internal Challenges to Industry 4.0 Implementation.....	8474
<i>Magdalena GĘBCZYŃSKA</i>	
The Development of Bicycle Mobility in Gdańsk and Its Importance in The Face of The Covid 19 Pandemic.....	8481
<i>Marzena WANAGOS</i>	
Usage of ABC Costing in Production Company.....	8488
<i>Karolina RYBICKA</i>	
Management Information Systems and Tourism Demand Modelling.....	8495
<i>Tomáš Jeřábek, Zdeněk Konečný, Jana Štofílová and Pavel Urbíř</i>	
Emotion Affects Negative Satisfaction at The Gas Station Shop and Implication for Future Research.....	8503
<i>Umbas KRISNANTO and Nurul Ardila SARI</i>	
Fuzzy Approach to Time Series Forecasting of Natural Gas Consumption.....	8510
<i>Bartłomiej GAWEŁ and Andrzej PALIŃSKI</i>	
Heuristic Grouping Algorithm for Detecting Association.....	8523
<i>Radosław PUKA, Anna PUKA and Jerzy FELIKS</i>	
Communication As a Factor Conditioning Effectiveness of Change Implementation on The Example of Sales Department of a Distribution Company.....	8535
<i>Maciej SCHAB and Marek DUDEK</i>	
Facilitating Ecological Learning through ESP Material Development for Students in the Life and Natural Sciences.....	8541
<i>Alina Andreea DRAGOESCU URLICA, Iasmina IOSIM, Alma NICOLIN and Raul PASCALAU</i>	
Digital Economy Multiplier.....	8547
<i>Vladimir V. GLINSKIY, Lyudmila K. SERGA, Leonid K. BOBROV, Mikhail A. ALEKSEEV, Kirill A. ZAYKOV and Yuliya N. ISMAIYLOVA</i>	
The problem of Local Government Indebtedness in Poland: A Critical Approach.....	8552
<i>Krzysztof SUROWKA</i>	
An Overview on Software Testing and Auditing.....	8562
<i>Catia LOPES, Maryam ABBASI, Pedro MARTINS, Filipe CARDOSO and Filipe SA</i>	
The Relationships Between the Satisfaction with Financial Situation and The Objective Factors Influencing the Economic Security in Old Age – Gender Gap Perspective.....	8569
<i>Ewa POPRAWKA and Ilona KWIECIEN</i>	
Drive Sources Used in The Automotive Industry and Their Impact on Environmental Pollution.....	8581
<i>Andrzej JAMROZ and Mikołaj WIKTOR</i>	

Relación Entre La Calidad De Servicio Y La Satisfacción Del Cliente Virtual De Los Colegios Adventistas Del Norte Del Perú En Tiempos De Covid-19.....	8589
<i>Maria E. Huanacuni Mucho, Lucero A. Fernandez Hurtado and Rafael O. FLORIAN-CASTRO</i>	
Development of Globalization in Culture on The Example of Europe.....	8600
<i>Monika HADAŚ-DYDUCH and Sebastian WILCZEWSKI</i>	
Short-term Investments in Dividend Paying Companies on the Warsaw Stock Exchange – Efficiency and Tax Shield Benefits for Individual Investors.....	8612
<i>Piotr DĄBROWSKI and Katarzyna JARNO</i>	
Trade Globalization Index Through the Prism of Quantitative Methods.....	8621
<i>Monika HADAŚ-DYDUCH</i>	
A Review of Corporate Governance Quality and Firm Value: Implications for Nigeria.....	8641
<i>Oluwatosin M. ESAN and Obiamaka NWOBU</i>	
The Particular Reasons of the Impact of Covid-19 on Unemployment Level: The Case of European Union...	8648
<i>Vusala GUBATOVA</i>	
About The Need for A Harmonised Labelling for Locally Produced Food: A Study of Local Food Labels in Selected EU Member States.....	8655
<i>Anna KAPALA</i>	
Impact of Quantitative Easing Policy on Labor Market: The Case of The United States and The Euro Area Between 2000 And 2019.....	8661
<i>Maciej BOLISEGA</i>	
Creating Product Value for Contemporary Digital Consumers with the use of Modern Concept Sensory Marketing and social media.....	8671
<i>Anna KONDAK</i>	
Deposit Guarantee Scheme as An Important Pillar Within Financial Safety Net- A Current Approach.....	8679
<i>Grażyna SZUSTAK and Łukasz SZEWCZYK</i>	
Corruption As a Threat to Economic Security: History and Modernity.....	8686
<i>Viktoria TSIKLARI, Pavel KLIMENKO, Ivan AFANASEV, Yulia BRUSENTSEVA and Alina EVLOEVA</i>	
Features of the Development in the Market of the Passenger Transport Services in the Russian Arctic.....	8694
<i>Natalia A. SEROVA</i>	
Development of an Industrial Corporation Strategy for The Human Resources Quality Reproduction in The Context of Digitalization.....	8700
<i>Anna Yu. KOSOBUTSKAYA, Galina V. GOLIKOVA, Natalia V. GOLIKOVA, Julia M. LOMANOVA and Julia R. NIKOLAEVA</i>	
Quality In Customer Service on The Example of Selected Public Transport Organizations.....	8711
<i>Małgorzata Chojnacka</i>	
Management And Evolution of African Swine Fever, In Romania, During 2017-2020.....	8716
<i>Kálmán IMRE, Sebastian-Alexandru POPA, Corina PASCU, Ionica IANCU, János DÉGI, Luminița COSTINAR and Viorel HERMAN</i>	

Evaluation of the Possible Impact on Public Health of Microbiological Quality of Dried Herbs and Spices Used in Meat Industry.....	8725
<i>Adriana MORAR, Viorel HERMAN, Alexandra BAN-CUCERZAN, Mirela IMRE, Doru MORAR, And Kálmán IMRE</i>	
The Consumer-Driven Food Bio-Packaging Supply Chain – Wishful Thinking or The Future?.....	8734
<i>Aneta PLUTA-ZAREMBA, Barbara OCICKA and Jolanta TUREK</i>	
Taxonomic Analysis of Internet and ICT Usage in A Static and Dynamic Perspective in Selected European Countries and US States with Special Focus on The Time of The Covid-19 Pandemic.....	8743
<i>Anna JANIGA-ĆMIEL</i>	
Selected Management Factors of Diversifying the MSMEs Development Potential in the EU and LATAM Economies.....	8755
<i>Wilson GRUESO ORJUELA and Marek DUDEK</i>	
Competences of Project Team Managers before and during the COVID - 19 pandemic.....	8764
<i>Anna MILEWSKA and Anna KACPRZAK</i>	
The Role of Electricity Prosumers in The Increase in The Production of Renewable Energy in Poland.....	8773
<i>Agnieszka MAZUREK-CZARNECKA</i>	
Effect of Covid-19 Pandemic on Health Systems.....	8782
<i>Kirathimo Muruga</i>	
The Significance of Virtual Social Networks for The Construction of Public Perception.....	8795
<i>Horia MIHĂLCESCU and David-Florin CIOCODEICĂ</i>	
Concept of Medical Transport Between Units of the Medical University of Warsaw.....	8800
<i>Wojciech WROBLEWSKI, Pawel WOLNY and Norbert TUSNIO</i>	
Safety of Rescue Actions by the State Fire Service Executed in Residential Buildings Involving the Risk of Explosives.....	8812
<i>Wojciech WROBLEWSKI, Rafal KONKA and Norbert TUSNIO</i>	
Review IOT and Cloud Computing: Intelligent Approach to IOT Data Storage and Analysis.....	8823
<i>Asmaa BOUICH, Najat RAFALIA and Jaafar ABOUCHABAKA</i>	
Society, The Public, The Network - The Need for A New Theory.....	8831
<i>Horia MIHĂLCESCU</i>	
Life Cycle Inventory (LCI) Process of The Rare Earth Elements (Rees) Based on Exploitation of Secondary Sources: New Kankberg Gold Mine, Sweden Case Study.....	8835
<i>Boguslaw BIEDA and Dariusz SALA</i>	
Specialization In Economic (Commercial) Judiciary as A Response to Business Needs.....	8846
<i>Bartosz RYMKIEWICZ</i>	
Trust Management in Times of Uncertainty and Risk.....	8853
<i>Wojciech PAWNIK</i>	
Financial Situation of Local Government Units During The COVID-19 Pandemic in Poland.....	8861
<i>Marta KOŁODZIEJ-HAJDO</i>	

The Importance of Human Capital Efficiency on the Equity Funds Performance during the Covid-19 Pandemic in Indonesia.....	8873
<i>Christian ADHYASA, Zuliani DALIMUNTHE, Rachmadi Agus TRIONO, Wasilah WASILAH and Shalahuddin HAIKAL</i>	
Factors Influencing SME Performance: The Mediating and Moderating Role of Perceived Social Media Benefit and Organizational Culture.....	8882
<i>Saeed Khalifan RASHEED GHANEM and Nor Aziati Abdul Hamid</i>	
CSR and the Financial and Investment Results of Stock Companies from the Polish Stock Indexes mWIG40 and sWIG80.....	8899
<i>Agnieszka MOSKAL and Agnieszka JUDKOWIAK</i>	
The Role of Innovation on Employees' Satisfaction among SMEs in Ado-Odo/Ota, Local Government Area, Ota, Ogun State.....	8908
<i>Henry E. SAMUEL, Mosunmola ADEYEYE, Emmanuel O. EFE-IMAFIDON and Kayode OJO</i>	
The Requirements for Suppliers in The Standard IATF 16949:2016 – A List of New Records and Their Impact on The Automotive Industry.....	8916
<i>Karol DĄBROWSKI, Katarzyna SKRZYPEK and Sławomir KŁOS</i>	
Inter-organizational Knowledge Sharing in the Context of Game Theory.....	8924
<i>Alina CZAPLA</i>	
Identifying, Clarifying and Verifications of Goals and Styles of Management Management in Poland During The COVID-19 Pandemic from The Perspective of Methodological Analysis.....	8935
<i>MIROSLAW ZABIEROWSKI</i>	
Self-Esteem of Adolescents with ASD From Families with Low Financial Status During The SARS-Cov-2 Pandemic.....	8950
<i>Anna GAGAT-MATUŁA</i>	
Theories of Business Cycle in Terms of Study of Control.....	8957
<i>Leszek RYDZAK, Monika STOMA and Agnieszka DUDZIAK</i>	
The Use of social media In the Processes of Image-Building, Promotion and Military Recruitment: Case Study of The Territorial Defence Forces in Poland.....	8968
<i>Paulina POLKO and Michał SZYSZKA</i>	
CSR Reporting - Whether and How It Affects the Financial Results of Enterprises - Literature Review.....	8983
<i>Agnieszka JUDKOWIAK and Agnieszka MOSKAL</i>	
An Overview of Commercial Drone (UAV) Use: Examples, Concerns, Limitations, And Managerial Implications.....	8990
<i>Michal VARMUS and Pavol BOSKO</i>	
Concept of Testing Process Maturity in Inter-Organizational Networks.....	9000
<i>Aleksandra SUS, Michał ORGANA and Aleksandra KAWA</i>	
Competitiveness of The Slovak Food Industry.....	9008
<i>Mariana DUBRAVSKÁ and Ivana KRAVČÁKOVÁ VOZÁROVÁ</i>	
Impact of the COVID-19 Pandemic on the Food Industry in the Slovak Republic.....	9014
<i>Ivana KRAVČÁKOVÁ VOZÁROVÁ and Mariana DUBRAVSKÁ</i>	

Role of Social Capital in Shaping Partnerships Within Interorganizational Networks.....	9020
<i>Maja JOKIEL, Grzegorz JOKIEL and Agnieszka MLODZINSKA-GRANEK</i>	
Social Enterprises in Poland and Ukraine - Difficulties and Perspectives.....	9030
<i>Maja JOKIEL and Grzegorz JOKIEL</i>	
Processes of Startup Clusters Formation – Analysis of Chosen Case Studies.....	9039
<i>Klaudia MIGASIEWICZ and Michał ORGANA</i>	
Machine Learning Predictive Model for Time Series Data and Time Series Forecasting Problem.....	9048
<i>Natalia ROMANIUK and Anna ZATWARNICKA</i>	
A Blockchain-AI Synergy for supporting Emerging Technologies.....	9062
<i>Bence TURECZKI and Katalin SZENES</i>	
Effectiveness of Management of Absolute Return Funds in Poland During The COVID-19 Pandemic.....	9067
<i>Agnieszka MOSKAL</i>	
Effect of Fund Size on The Performance of Polish Equity Funds.....	9073
<i>Agnieszka MOSKAL</i>	
ICT Technologies as Knowledge Management Factor in Sustainable e-health System Development – the Polish Example.....	9079
<i>Anna SOŁTYSIK-PIORUNKIEWICZ and Patryk MORAWIEC</i>	
Algorithm-based Taxonomy of Data Breaches: Defining the Impacts of Digital theft and understanding its threat to United States Government Facilities.....	9088
<i>Ada PETER and Bryan EMEJOR</i>	
Disrupting U.S. Critical infrastructures: When and why China or Russia confess? .....	9107
<i>Ada PETER, Tolulope KAYODE-ADEDEJI and Bryan EMEJOR</i>	
Economic Loss on Death of a Household Member - Insurance Valuation.....	9114
<i>Anna JĘDRZYCHOWSKA</i>	
The Academic Nature of The City and Its Market Potential on The Example of Szczecin.....	9121
<i>Karina TESSAR</i>	
Accessibility Of the Urban Greenery System as A Component of The Quality-of-Life Assessment in Cities.	9129
<i>Sara BRĘCZ-KUPIEC and Michał KUPIEC</i>	
Corporate Governance and Stakeholders' Strategic Calculus as Organization's Competitive Advantage.....	9134
<i>Rafał KOZŁOWSKI</i>	
Intelligent Viticulture Tendencies and Perspectives in The Drone Technology.....	9143
<i>Cristinel FERTU, Daniela Lavinia BALASAN, Madalina SERBAN and Silvius STANCIU</i>	
EU Environmental and Climate Policies as A Source of Development Challenges for The Enterprise Sector.	9152
<i>Jakub GRABOWSKI</i>	
Directions For the Development of An Innovative Management System in The Context of Digital Transformation.....	9160
<i>Irina G. ERSHOVA, Olga S. PRIKHODCHENKO, Irina N. RODIONOVA and Elena S. SIMONENKO</i>	
Assessment of Innovation and Investment Activities in The Context of Digital Transformation.....	9166
<i>Irina ERSHOVA, Aleksandr Sotnikov, Elizaveta Ershova and Elena Belyaeva</i>	

System Structure Mapping Model with Measurable Values to be Analysed on The Example of Investigated Capacity of Selected Roads in The West Pomeranian Voivodeship, Poland..... <i>Konrad Henryk BACHANEK</i>	9172
Digital Governance and Corporate Raids: Factors of Interdependence, Ways of Counteraction..... <i>Oleksiy TITARENKO, Anna POLITOVA, Mykhailo AKIMOV, Andrii PRYKHODKO, Roman YEMELIANOV and Jaroslaw SZREDER</i>	9178
Preventing Workplace Mistreatment in Nigeria: A Practical Framework..... <i>David ORENUGA, Rowland WORLU, Olabode OYEWUNMI, Olukemi ADE-ADENIJI and Emmanuel EFE-IMAFIDON</i>	9185
Entrepreneurship Education Programs in Vulnerable Populations: An Analysis Based on The Theory of Planned Behavior..... <i>Zahira Moreno Freites, Juan P. Escorcia-Caballero, Gertrudis Ziritt Trejo and Harold Silva-Guerra</i>	9191
Parental Attitudes and Motivation to Save Energy in The Perception of Young People With ASD. Implications For Energy Education and Financial Education..... <i>Anna Gagat Matuła, FRĄCZEK Bożena and Katarzyna Plutecka</i>	9200
Spain's Foreign Trade and Trade Policy in The Period 2014-2019..... <i>Ovidiu Andrei Cristian BUZOIANU, Amelia DIACONU, Florin DOBRE, Cristina DIMA and Oana Matilda SABIE</i>	9206
Analysis of Financing Sources of OMV PETROM S.A..... <i>Cristian Alexandru VASILESCU, Mair AMZA, Raluca Ana VASILESCU and Carol Cristina GOMBOS</i>	9214
Life Insurance - A Comparative Perspective Between Romania and Russia..... <i>Ion PIRGARU, Mair AMZA, Raluca Ana VASILESCU, Carol Cristina GOMBOS and Cristian Alexandru VASILESCU</i>	9221
SMEs Management in The Tourism Sector..... <i>Roxana SARBU, Cristina ALPOPI, Mihai DINU, Stefan Gabriel BURCEA and Ovidiu Andrei Cristian BUZOIANU</i>	9229
Landmarks of Vocational Education and Training in The European Union..... <i>Sorin Petrică ANGHELUȚĂ, Carmen Valentina RĂDULESCU, Florina BRAN, Dumitru Alexandru BODISLAV and Svetlana Platagea GOMBOS</i>	9236
Achieving The Proposed Targets in The European Union for The Sustainable Development Goal - Affordable and Clean Energy..... <i>Carmen Valentina RĂDULESCU, Florina BRAN, Florin DOBRE, Dumitru Alexandru BODISLAV and Sorin Petrică ANGHELUȚĂ</i>	9248
Blockchain Paradigms in Public Administration: Blockchain Case Study in Romanian Public Administration..... <i>Sorin BURLACU, Mihaela Diana OANCEA-NEGESCU, Svetlana Platagea GOMBOS, Gabriel Laurentiu FRANCU, Maria Alexandra SARBU and Raluca Iuliana GEORGESCU</i>	9261
AI & Events Management..... <i>Daniel MOISE, Maria Loredana POPESCU, Amelia DIACONU, Sorin BURLACU and Maria Alexandra SARBU</i>	9268

Features of Cultural Significance of Animal Science.....	9273
<i>Renata MIKHAILOVA, Vladimir SEMENOV, Anatolii TIKHONOV, Nadezhda SERGEEVA, Olga FEDOROVA, Valentina STEPANOVA, Ekaterina AGAEVA, Marina CHERNOYAROVA, Eleonora BARKOVA, Mikhail PRONIN and Andrey Evgenievich Makushev</i>	
Development of Instruments of The System of Financial and Credit Support of The Agroindustrial Complex in The Activities of Russian Agricultural Bank.....	9287
<i>Nataliya ALEKSEEVA, Lyudmila KORNILOVA, Andrey VALERIANOV, Tatiana MEDVEDEVA, Artur SEMENOV and Maria TOLSTOVA</i>	
Assessment of the Level of Financial and Economic Security in Organizations of The Chemical Industry: Issues of Choosing Optimal Indicators.....	9295
<i>Evgenij IVANOV, Artur SEMENOV, Anatoly SEMENOV and Maria TOLSTOVA</i>	
Virtual Attractiveness of Quality Management Tools, Techniques and Methods.....	9301
<i>Piotr KAFEL and Paweł NOWICKI</i>	
Impact of Loyalty Programs on Service Quality and Customer Satisfaction.....	9306
<i>Lyudmila Mikhailovna KORNILOVA and Anna Sergeevna KORNILOVA</i>	
Generational Diversity as an Important Factor of Success in Implementing the Fourth Industrial Revolution.	9310
<i>Beata HYSA and Anna MULARCZYK</i>	
Ingratiators Quandary: Ranking the Dimensions of Ingratiation.....	9322
<i>Medina Halako Twalib and Oliver Arnold Lukio</i>	
The Impact of The Manufacturing Companies' Size on Cyber and Information Security.....	9329
<i>Lukas PODESVA, Milos KOCH, Michal MYSKA and Nikola SUNAVCOVA</i>	
Effects of Work from Home in the COVID-19 Pandemic – Polish Employee's Perspective.....	9338
<i>Iwona OLENIUCH</i>	
Modern Risk Management Methods in Agricultural Companies.....	9351
<i>Yulia Y. GOLUBYATNIKOVA</i>	
The Dynamics of Digital Transformations in Financial Organisations.....	9355
<i>Marius Sandy STANESCU, Irina Andreea PEGULESCU and Mădălina-Maria DODOC (GHITUN)</i>	
Ideation For Supportive Environment Using Conceptual Model for Knowledge Sharing Model.....	9359
<i>Hanafizan HUSSAIN</i>	
Circular Economy as A Postulate of Non-Financial Reporting in The SME Sector.....	9363
<i>Katarzyna CHŁAPEK and Sylwia KRAJEWSKA</i>	
Innovations In Information Security Management Smart City.....	9373
<i>Andrzej Żebrowski and Izabela Szkurlat</i>	
Transfer of Ownership on the Assets of a Company to the Partners in Case of Liquidation. Practical Aspects.....	9379
<i>Simona Petrina GAVRILA, Florin TUDOR and Stefania Cristina Mirică</i>	
Financial Risks of The Company and The Internal Control System.....	9386
<i>Oleg I Igorevich ZHEMERIKIN, Irina Gennadevna CHERNENKAYA, Olga Victorovna GRIGORENKO, Elena Shaidatovna KACHALOVA and Igor Gennadevich MAYOROV</i>	

Present And Future of The Russian Financial Market System.....	9390
<i>Oleg I Igorevich ZHEMERIKIN, Tatyana Yuryevna GAVRILENKO, Olga Victorovna GRIGORENKO, Svetlana Nicolaevna BUHANTSEVA and Elena Konstantinovna TKACHENKO</i>	
Downtown Or Suburbs – How the Location in The Urban Agglomeration Zones Affects the Price of Flats?	9394
<i>Izabela RAČKA and Ivo KOSTOV</i>	
Analysis of the Content of The Auditor's Reports on A Sample of Public Interest Entities in Poland.....	9407
<i>Monika TUREK – RADWAN and Anna MAZURCZAK - MAKA</i>	
Green Computing Awareness, Knowledge, And Practices Among University Students in Saudi Arabia.....	9419
<i>Luisa PINTO, Allwiya ALLUI and Shafiq ALAM</i>	
Impacts Of Green Knowledge Sharing and Green Creativity on Social Innovation and Environmental Performance. Exploring The Moderating Role of Green Human Capital.....	9423
<i>Luisa PINTO and Farida SALEEM</i>	
Priorities For Fighting Serious Transnational Crime - Between the EU's Financial Protection Mechanism and Good Practices in Shared Management.....	9424
<i>Florin Tudor, Simona Petrina Gavrilă and Gabriela Getty Popescu</i>	
Assessment of the Budget Balance and Public Expenditure in The European Union Countries Against the Background of The Macroeconomic Situation in The Face of The Coronavirus Crisis.....	9428
<i>Magdalena GORSKA, Pawel BLASZCZYK, Katarzyna LASINSKA and Rafal KIESZEK</i>	
Economic Convergence in The Integration Process.....	9438
<i>Slawomir ZWIERZCHLEWSKI, Katarzyna LASINSKA, Andrzej PIECZYNSKI and Rafal KIESZEK</i>	
Industry 4.0 Implementation in Automotive Sector: Driving Forces, Barriers and Competencies. Pilot Empirical Study.....	9444
<i>Anna MICHNA, Roman KMIECIAK and Joanna KRUSZEWSKA</i>	
E-voting as a form of e-participation.....	9451
<i>Aleksandra CZUPRYNA-NOWAK</i>	
Attachment to the local brand. A study at the level of the South East Region in Romania.....	9456
<i>Mădălina ȘERBAN, Laura Constanța ZUGRAVU and Maria-Magdalena TUREK-RAHOVEANU</i>	
“Organizational Culture in The Group of Small and Medium-Sized Enterprises in The Upper Silesia Region”.....	9461
<i>Marek Krannich</i>	
Digitalization of the service sector in Russia: Specific Features and Prospects.....	9472
<i>Lyudmila Mikhailovna KORNILOVA and Anna Sergeevna KORNILOVA</i>	
Verbal Behavior in Project Team Communication.....	9477
<i>Agnieszka BURDZY and Beata GONTAR</i>	
Remote Learning for Engineering and Management Staff - Opportunities and Threats in The Era of The Covid-19 Pandemic.....	9485
<i>Joanna Lisok, Grzegorz Kopeć and Adam Kachel</i>	
The Impact of Modern Mobile Technologies on The Level of Education in The Context of Industry 4.0.....	9488
<i>Joanna Lisok</i>	



Logo in City Image Management..... <i>Agnieszka Smalec</i>	9491
Smart City and Sustainable City Development - Selected Aspects..... <i>Agnieszka Smalec and Marzena WANAGOS</i>	9499
Visualization of the Health Care System with NLP And GIS As Modern Tools of Technological Development..... <i>Pascal Muam MAH</i>	9507
The Role of Dynamic Capabilities in The Context of Change: The Case of Health Units in The Region of Lisbon and Vale Do Tejo, Portugal..... <i>Ruben LOUREIRO, Jorge SIMÕES, Silvio SILVA, Carlos QUEIROZ and Carolina MARTINS</i>	9523
Nurse Manager Competency Profile, From the Perspective of Vertical Integration..... <i>Ruben LOUREIRO, Jorge SIMÕES, Ana Pacheco and Ana Catarina Silva</i>	9534
Local Governments: Catalysts or Barriers to Sport Event Tourism Development in Romania?..... <i>Tunde GAL</i>	9542
What Motivates Various Generations for Work? Dependency Between Different Motivation Approaches, Engagement and Loyalty in The Workplace..... <i>Joanna NIEŻURAWSKA-ZAJĄC, Hanna Karaszewska and Iveta Ludviga</i>	9549
Research Concept: Innovative Forms of Activity of Agricultural Business Enterprise in The Integrated Marketing Systems..... <i>Zbigniew NASALSKI</i>	9561
Influence of Online Health Resources on The Experience of Male Reproductive Health Challenges in Nigeria..... <i>Uyi E. OSADOLOR, Emmanuel O. AMOO, Mercy ADEBAYO and Akinyimika O. SOWUNMI</i>	9566
Influence of Socio-Demographic Factors and Knowledge of Family Planning on Fertility Preference Among Married Men in Nigeria..... <i>Uyi E. OSADOLOR, Akinyimika O. SOWUNMI and Emmanuel O. AMOO</i>	9580

## Special Autonomy Fund and Privilege Fund Management in Indonesia: Literature Review Approach

Lak Lak Nazhat EL HASANAH  
Department of Economics, Faculty of Business and Economics,  
Universitas Islam Indonesia, Yogyakarta, Indonesia, [lak\\_lak@uii.ac.id](mailto:lak_lak@uii.ac.id)

Dessy ISFIANADEWI\*  
Department of Management, Faculty of Business and Economics,  
Universitas Islam Indonesia, Yogyakarta, Indonesia, [dessy.isfianadewi@uii.ac.id](mailto:dessy.isfianadewi@uii.ac.id)

Unggul PRIYADI  
Department of Economics, Faculty of Business and Economics,  
Universitas Islam Indonesia, Yogyakarta, Indonesia, [unggul.priyadi@uii.ac.id](mailto:unggul.priyadi@uii.ac.id)

\* *Corresponding Author*

### Abstract

This study aimed to determine the description and effectiveness of the Special Autonomy Fund and the Privileges Fund management. The Special Autonomy Fund and the Privileges Fund are part of the concept of asymmetric fiscal decentralization. This concept is applied to develop the region's economy with management following the proposal and agreed upon by the central government. Differences in the control of each area will have different impacts. Asymmetric fiscal decentralization was given to the regions of Aceh, Papua, and Yogyakarta. The method used in describing the management and effectiveness of the Special Autonomy and Special Autonomy funds in this study was carried out with a Literature Review approach. The management of the Special Autonomy Fund and the privileged fund has a different legal basis and purpose. It is hoped that through the proper allocation and management of the Special Autonomy Fund and the Privileges Fund, there will be changes in the welfare of the people in the region. However, in general, it can be described that the management of these funds in Aceh, Papua, and Yogyakarta is still not optimal. There has not been a significant reduction in poverty and economic disparities between regions.

**Keywords:** Special Autonomy Fund, Privileges Fund, Management, Effectiveness

### Introduction

Regional autonomy has brought significant changes in every aspect of the administration of provincial government. The granting of authority to regulate and manage their household is expected to increase the efficiency and effectiveness of regional administration (Huda, 2014). This transfer of control from the center to the regions is often referred to as decentralization. The decentralization system in regional autonomy is an effort to increase the responsiveness and accountability of local governments (Makinara, 2020). So that the transfer of authority, power-sharing, and resource management to make and implement public policies can bring government services closer to the community, increase regional competitiveness, equitable distribution economy, and the convenience of the community in monitoring and controlling the implementation. There are two forms of decentralization applied in various countries: symmetrical and asymmetrical (Nasution, 2016). Asymmetric decentralization is the granting of authority to local governments with the same degree of autonomy both physically, ethnically, and culturally. In contrast, asymmetric decentralization is the granting of power to regional governments with different degrees of independence from other regions.

In Indonesia, asymmetric decentralization is applied to several regions with particular autonomous and unique areas (Jaweng, 2012). Distinct, independent regions were given to Aceh, Papua, and West Papua. Furthermore, the status of the Special Region was given to Yogyakarta because it was recorded in history with a royal system (sultan) as regional head. As for the particular area given to Jakarta as the area where the state capital is located. Finally, the status of the specific regions is provided to areas that are centers of economic development and strategic geographical locations (Makinara, 2020, Jaweng, 2012). The primary substance of the implementation of asymmetric decentralization from the granting of unique and special

---

**Cite this Article as:** Lak Lak Nazhat EL HASANAH, Dessy ISFIANADEWI and Unggul PRIYADI "Special Autonomy Fund and Privilege Fund Management in Indonesia: Literature Review Approach" Proceedings of the 38th International Business Information Management Association (IBIMA), 23-24 November 2021, Seville, Spain, ISBN: 978-0-9998551-7-1, ISSN: 2767-9640

autonomy status is the authority on fiscal management (funding) for the welfare of the people. Fiscal decentralization grants authority from the central government to subordinate governments such as provinces, regions, districts, and cities (Hayatun & Asmara, 2017). The difference lies in the number of government transfers to areas based on the specific conditions in the fiscal aspect.

Aceh is one of the regions that has received special autonomy status. The provision of special autonomy funding is intended for infrastructure development as a form of improving public services, encouraging development acceleration, and empowering all Acehnese people. The legal basis for granting special autonomy funds to Aceh Province is Law Number 11 of 2006. As for Papua, the granting special autonomy funds was given in 2002, which was intended to catch up with the Papuan people regarding education and health with the legal basis of Law Number 21 of 2001. Unlike Aceh and Papua, Yogyakarta is an area where asymmetric decentralization is implemented by granting status as a particular region and additional privileges through Law Number 13 of 2012 concerning the Privileges of the Special Region of Yogyakarta. The allocation of privileged funds given to Yogyakarta is intended to improve local government institutions, culture, defense, and spatial planning. Privilege fund management is regulated in the DIY Governor Regulation Number 85 of 2019 with the authority to assign privileges in the institutional, cultural, land, and spatial planning fields to the Regent/Mayor (State Financial Accountability Agency, 2020b)

The management of special autonomy funds and privileged funds varies between regions implementing asymmetric decentralization. Research on special autonomy and privileged funds has developed from year to year, starting from the management, effectiveness, and efficiency. Each study takes a different theme and location. Privilege funds are given in three provinces, namely Jakarta, Yogyakarta, Aceh, and the Special Autonomy Fund for Papua. Various studies have also been carried out to see the different things that we're providing these privileged funds can cause (Hasan et al., 2020; Abrar, Juanda, Firdaus, & Hakim, 2020; Ali, 2019). Regarding the management of funds in Aceh Province, while for (Resosudarmo, Mollet, Raya, & Kaiwai, 2014; Agustinus, 2015; Prabowo, 2020a; Halkis, 2020; Pamungkas, 2015; PA Prabowo, Supriyono, Noor, & Muluk, 2021) researching the Papua Province special autonomy fund and ( Iqbal et al., 2020; Sakir & Sarofah, 2020; Efendi, Sanahdi, & Putra, 2017; Harsono & Yuanjaya, 2020; Mashdurohatun et al., 2021; Badrudin & Pronosokodewo, 2019) researching the management of privileged funds in Yogyakarta.

Based on the description above, this research was conducted to describe the management of asymmetric decentralization funds given to several regions in Indonesia (Aceh, Papua, and Special Region of Yogyakarta) and their effectiveness in improving people's welfare. Thus, this research is expected to provide an overview and additional knowledge related to the management of special autonomy funds and privilege funds from 2010 - 2020 and can be used as literature studies and references in determining different research topics.

## Research Methodology

This research was conducted by mapping and analyzing the results of scientific works related to special autonomy funds and previous privilege funds. The method used is a literature review approach. This literature review study was conducted to broaden the knowledge scale in this area and contribute to future research. Data was collected from the Google Scholar database using Publish or Perish (PoP) software. The first search entered the keyword special autonomy funds with ten years 2010-2021 with ten articles obtained from Google Scholar and PubMed. The search using the keyword privilege funds got 971 papers out of a maximum total of 1000 articles, followed by a review of the titles and abstracts and sorting the titles so that there were 66 articles. Then the kinds of literature were selected by purposive random sampling with the criteria of proximity to keywords, namely special autonomy funds and privilege funds, then examined from various sources so that they became a new discussion.

## Results and Discussion

The asymmetric decentralization was given to Aceh, Papua, and Yogyakarta. It is based on historical factors, heterogeneity, culture, and the prevention of national disintegration conflicts. The granting of authority supported by the allocation of fiscal transfers from the Special Autonomy Fund is used to finance poverty alleviation and education programs. As for Yogyakarta, there are several objectives of the Privilege Fund management, namely institutional, cultural, land, and spatial planning.

### *Aceh*

The legal basis that underlies the granting of Special Autonomy for Aceh is Law Number 11 of 2006 with the aim of financing development, mainly infrastructure development and maintenance, people's economic empowerment, poverty alleviation, and funding for education, social and health. Article 183 paragraph (2) states that the Special Autonomy Fund is valid for a period of 20 years, with details of (1) the first year up to the fifteenth year the amount is equivalent to 2% of the national General Allocation Fund (DAU) ceiling and (2) the sixteenth year. Up to the twentieth year, the amount is equivalent to 1% of the national DAU ceiling (State Financial Accountability Agency, 2020b)

The management of the Aceh Special Autonomy Fund goes through several stages, namely planning and budgeting, budget execution, and monitoring and evaluation. The planning stage includes formulating a program reviewed and agreed upon in the musrenbang, with the extraordinary autonomy fund ceiling carried out and calculated by the finance ministry. The next stage is the implementation of the budget with the allocation of funds to districts and cities in stages with accountability regulated by law. The final stage is the monitoring and evaluating of the entire process from planning to implementation (allocation of special autonomy funds for Aceh) (State Financial Accountability Agency, 2020b). The Aceh Special Autonomy Fund management is not optimal, so research was conducted to obtain an optimal management model. It was due to special autonomy funds given to Aceh Province from year to year (Ali, 2019). Their experienced an increase but were not followed by the rise in the local economy. So that the recommended management model in the research was an effort to regulate the allocation of funds, active, proactive communication, socialization related to the Oil and Gas Law, preparation of guidelines for the implementation of Special Autonomy, and facilitating the distribution of provincial authority to district/city governments. This study is in line with Hasan et al. (2020), suggesting that the management of special autonomy funds is considered not optimal in alleviating poverty and improving education in Aceh Province. The regulations for the management of Aceh's special autonomy funds have not been standardized, so they cannot be used as a complete guideline. Then there is no good coordination between parties, so the authority to manage special autonomy funds is unclear. The next factor is the inaccuracy of targets in managing special autonomy funds in development and community empowerment.

According to several empirical studies, the effectiveness of special autonomy funds (Gayatri, 2018) aims to see the point of the Aceh Special Autonomy Fund on village institutions in Aceh Province with the result that there are some changes in gampong institutions. The changes include the terms of mention in the institutional hierarchy and their duties and obligations. The Aceh Special Autonomy Fund is effective in village institutions with changes in the names and assignments. The Aceh Special Autonomy Fund in 2019 contributed to reducing poverty from 819 people to 810 people for March – September 2019 (Deni, Khalida, & Purwaningsih; Titin, 2019).

Different results in the research conducted (Abrar et al., 2020) in the study of The Impact of Special Autonomy Funds on Poverty of Human Development and Unemployment in Aceh, the Aceh Special Autonomy Fund still has not had a significant effect on reducing poverty, unemployment and increasing HDI, research this is supported by (Yuliandri, Kabullah, Fahmi, Amsari, & Fajri, 2021; Hasta Budiratna & Riatu M. Qibthiyah, 2020; Isnadi & Fikriah, 2019)

## ***Papua***

The legal basis for granting asymmetric authority to the Papua Province is Law Number 21 of 2021, with special revenues equivalent to 2 percent of the General Allocation Fund ceiling following article 34 paragraph (3) letter c number 2. (State Financial Accountability Agency, 2020c). Meanwhile, the receipt of the Papua Special Autonomy Fund is regulated in the Papua Province Special Regional Regulation (Perdasus) Number 13 of 2016.

The management of the Papua Special Autonomy Fund is intended to achieve justice, uphold the rule of law, respect human rights, accelerate the economy, improve the welfare and progress of the Papuan people in the context of equality, and balance with the progress of other provinces. However, in the management process, according to Arie, Ilmar, Maskun, & Bakti (2017), there is no extraordinary institution, so that planning, preparation, determination, implementation, and supervision of the budget are not optimal. Article (8) states that the revenue from the Special Autonomy Fund after deducting the financing for the Cross Regency/City Strategic Program is divided by the proportion of 20% for the Papua Province and 80% for the districts/cities throughout the Papua Province. The proportionality of the budget is not evenly distributed between regions, mainly for West Papua, so that the performance and accountability of the Papua Special Autonomy Fund management are considered poor (Agustinus, 2013).

The effectiveness of the Special Autonomy Fund for the Province of Papua in the fields of education and health is quite significant to the human development index through the provision of scholarships, learning programs, and school aids, and health socialization is some of the programs to improve it. Meanwhile, the allocation of the Special Autonomy Fund in the infrastructure and community empowerment sectors has no significant effect on the human development index. Indirectly through the HDI, the variables of special autonomy funds in education, health, infrastructure, and community economic empowerment have no significant effect on regional economic inequality (Tamberan et al., 2020). (Hasta Budiratna & Riatu M. Qibthiyah, 2020) in their research entitled Evaluation of the Transfer of Special Autonomy Funds in Aceh, Papua, and West Papua, it also mentions that the Special Autonomy Fund does not strongly correlate with reducing poverty and increasing school enrollment rates. In contrast to the research above, research conducted by (Anwar, Abdullah, & Hadi, 2018; Resosudarmo et al., 2014) shows that the Special Autonomy Fund has a positive and significant impact on Papua's economic development both from the micro (income, health) and macro aspects. (Poverty, GDP, industrial development) but there is still a gap between rural and urban communities in Papua. This gap occurs because of the lack of education, health, and infrastructure facilities in rural areas. In addition, the allocation of the Special Autonomy Fund is concentrated in urban areas and administrative interests, and another factor is the high birth rate in rural areas. In general, the effectiveness of the Papua Special Autonomy Fund has not been optimal

## Yogyakarta

The Special Region of Yogyakarta was formed by Law Number 3 of 1950 then changed in 1955 (Law Number 9 of 1955). The autonomous region and the special region have not been regulated completely and clearly in the law. The position of the province of the Special Region of Yogyakarta is clarified in Law Number 2012. The management of privileged funds is further regulated by the Governor of DIY Regulation Number 85 of 2019 (Financial Accountability Agency). Country, 2020a; Prehantoro, 2020)

According to the Regulation of the Governor of DIY Number 85 of 2019, fund management is intended for claims for privileges in the fields of institutions, culture, land, and spatial planning. Research conducted by Annafie & Nurmand (2016) shows that the regulatory pillars in this study are measured by indicators of the existence of rules or regulations related to cultural values, sanctions, and monitoring. Regulation as a supporting factor for implementing cultural values can encourage institutions and community groups to apply cultural values in daily life. The normative pillars in this study are measured by evaluation and obligations and responsibilities. The Special Autonomy Institution for Culture has been carried out by issuing a regional regulation on cultural preservation in DIY. According to research by Annafie & Nurmand (2016), management in terms of land shows that there are two land managements in Yogyakarta, namely Keprabon and Non-Keprabon, with land use regulated in the Special Law article 34 paragraph (4).

The Privilege Fund in Yogyakarta can reduce capital expenditures, increase economic growth and improve people's welfare. It will undoubtedly be achieved if it is accompanied by good fund management. The management of special funds is a significant mandate and must be carried out in a transparent, fair, and continuously evaluated manner (Badrudin & Pronosokodewo, 2019). As for the cultural sector, privilege funds also positively affect cultural development (Sulistiono & Efendi, 2018).

In contrast to the research conducted (Efendi et al., 2017, Harsono & Yuanjaya, 2020), which showed that the implementation of particular regions during the first three years faced a condition that we call 'big budget but the low impact or this leverage effect has not yet succeeded in appearing in implementation. These results are reinforced by research (Sakir & Sarofah, 2020) on the Accountability Model for Utilization of Privilege Funds Special Region of Yogyakarta 2013-2017. The poverty rate in DIY until March 2017 was around 488.53 thousand people or approximately 13.02%, and the Gini Ratio in DIY was 0.425%. It is not worth the number of special funds that increase every year. Evaluation of the success of the allocation of the Privileges Fund in Yogyakarta should be more substantial by looking at the regulatory challenges, reinterpreting privileges affairs, and active participation in the planning process.

The results of the literature review in this study can be seen as follows:

**Table 1: Results of the Literature Review**

Criteria	Aceh	Papua	Yogyakarta
Legal Foundation	Law Number 11 of 2006	Law Number 21 of 2001	Law No. 13 the Year 2012
Management	infrastructure maintenance, people's economic empowerment, poverty alleviation, as well as funding for education, social and health	realizing justice, upholding the rule of law, respecting human rights, accelerating the economy, improving the welfare and progress of the Papuan people	Improvement of government institutions, culture, land, and spatial planning
Effectivity	The effectiveness of the use of the Special Autonomy Fund in Aceh has not been optimal, especially in reducing poverty	The effectiveness of the use of the Special Autonomy Fund in Papua has not been optimal because there are still gaps in education and health in rural and urban areas	The effectiveness of the use of the Yogyakarta Privileges Fund in several fields is still not optimal, especially in institutions and poverty alleviation

## Conclusion

Based on the description above, an overview of the management of the Special Autonomy Fund and the Privileges Fund can be seen, which differs between regions that have asymmetric authority, namely Aceh, Papua, and Yogyakarta. However, it is still not optimal for the effectiveness of using the Special Autonomy Fund and the Privileges Fund. It is proved that even though the pre-absorption and realization of the program have been well absorbed in the field, the results are not necessarily appropriate. The recommendation for further research is to see the efficiency of using the Special Autonomy Fund and the Privileges Fund.

## Acknowledgment

The authors gratefully acknowledge the financial support from the Kementerian Riset-Badan Riset Nasional. Republic of Indonesia via Hibah Riset Terapan, under contract 006/DirDPPM/70/DPPM/PDUPT KEMDIKBUDRISTEK/VII/2021.

## References

- Abrar, M., Juanda, M., Firdaus, M., & Hakim, D. B. (2020). The Impact of Special Autonomy Funds on Poverty of Human Development and Unemployment in Aceh. *International Journal Of Innovation, Creativity, And Change*, 12(10), 713–734.
- Agustinus, J. (2013). Phenomenology study on financial performance and management accountability of special autonomy funds allocated for education at the province of Papua, Indonesia. *Gadjah Mada International Journal of Business*, 15(1), 79–94. <https://doi.org/10.22146/gamaijb.5403>
- Agustinus, J. (2015). Accountability Perspective: Implementation and Reporting on Spending Fund of Papua Special Autonomy. *Information Management and Business Review*, 7(2), 79–86. <https://doi.org/10.22610/imbr.v7i2.1142>
- Ali, S. Z. (2019). The Management Model of Aceh's Special Autonomy Fund. *Jurnal Bina Praja*, (21), 159–170. <https://doi.org/10.21787/jbp.11.2019.159-170>
- Annafie, K., & Nurmand, A. (2016). Kelembagaan Otonomi Khusus (Otsus) Dalam Mempertahankan Nilai-Nilai Kebudayaan Di Provinsi Daerah Istimewa Yogyakarta. *Journal Of Governance And Public Policy*, 3(2). <https://doi.org/10.18196/Jgpp.2016.0061>
- Anwar, A. R. D., Abdullah, M. F., & Hadi, S. (2018). Analisis Pengaruh Pendapatan Asli Daerah, Dana Otonomi Khusus, dan Belanja Modal terhadap PDRB di Kab/Kota Provinsi Papua. *Jurnal Ilmu Ekonomi*, 2(1), 1–13.
- Arie, M., Ilmar, A., Maskun, & Bakti, F. P. (2017). The Institutional Arrangement of Special Fund Management of Papua Province. *Journal of Law, Policy and Globalization*, 67, 79–83.
- Badan Akuntabilitas Keuangan Negara. (2020a). *Penelaahan Atas Dana Keistimewaan Yogyakarta Provinsi Daerah Istimewa Yogyakarta*. Jakarta.
- Badan Akuntabilitas Keuangan Negara. (2020b). *Penelaahan Atas Dana Otonomi Khusus Provinsi Aceh*. Jakarta.
- Badan Akuntabilitas Keuangan Negara. (2020c). *Penelaahan Atas Dana Otonomi Khusus Provinsi Papua*. Jakarta.
- Badrudin, R., & Pronosokodewo, B. G. (2019). The Effects of Privilege Funds on Public Welfare and Poverty In Special District Of Yogyakarta. In *3rd International Conference on Management & Entrepreneurship* (pp. 8–19). Phuket-Thailand.
- Deni, S., Khalida, U., & Purwaningsih;Titin. (2020). *Poor Aceh: The Impact Of Special Autonomy As Effort Poverty Reduction In Aceh*. DIA: Jurnal Administrasi Publik. 18(2) 1 - 14 <https://doi.org/10.30996/dia.v18i2.3654>
- Efendi, D., Sanahdi, R., & Putra, A. A. (2017). Big Budget, Low Impact: an Alternative Evaluation on Benefit and Impact of Special Fund in DI Yogyakarta, 2013-2015. In *The 2nd Journal of Government and* (pp. 263–275). Yusu Kalla Management School of Government's Project, UMY, Yogyakarta
- Gayatri, I. H. (2018). Dynamics of Village Institution: the Gampong under Aceh's Special. *Journal of Indonesian Social*

*Sciences and Humanities*, 2(11), 203–2012. <https://doi.org/10.14203/jissh.v2i0.33>

- Halkis, M. (2020). The Implementation of Penta Helix Counterinsurgency (COIN) Strategic Model in Reconstructing Special Autonomy for Papua. *Society*, 8(1), 234–248. DOI : /10.33019/society.v8i1.182
- Harsono, D., & Yuanjaya, P. (2020). Special Autonomy and Poverty in Special Region of Yogyakarta. *ICSSSED Conference*. 1 - 10. <https://doi.org/10.4108/eai.27-11-2020.167286>
- Hasan, E., Dahlawi, Ubaidullah, Sari, N., Nofriadi, & Helmi. (2020). The optimization management of special autonomy funds for Acehese people's welfare. *International Journal of Criminology and Sociology*, 9, 782–789. <https://doi.org/10.6000/1929-4409.2020.09.73>
- Hasta Budiratna, & Riatu M. Qibthiyyah. (2020). Evaluasi Atas Transfer Dana Otonomi Khusus DI Aceh, Papua, Dan Papua Barat. *Jurnal Indonesia Sosial Sains*, 1(5), 402–414. <https://doi.org/10.36418/jiss.v1i5.103>
- Hayatun, N., & Asmara, J. A. (2017). Pengaruh Pendapatan Sendiri dan Dana Perimbangan terhadap Belanja Modal dengan Dana Otonomi Khusus sebagai Pemoderasi pada Kab/Kota di Provinsi Aceh. *Ilmiah Mahasiswa Ekonomi Akuntansi (JIMEKA)*, 2(3), 1–9.
- Huda, N. (2014). Desentralisasi Asimetris dalam NKRI: Kajian Terhadap Daerah Istimewa, Daerah Khusus, dan Otonomi Khusus. Cetakan 1, Nusa Media Bandung, ISBN 978-979-1305-89-1
- Iqbal, M., Nurhadiyanti, Elianda Y, & Akbar, A. (2020). Land Management in Yogyakarta Special Region. *Journal of Public Administration and Local Governance* 4(2), 81–95. <https://doi.org/10.31002/jpalg.v4i1.23945>
- Isnadi, N., & Fikriah. (2019). Dampak Dana Otonomi Khusus Terhadap Tingkat Pertumbuhan Indeks Pembangunan Manusia di Provinsi Aceh. *Jurnal Ilmiah Mahasiswa (JIM)*, 4(1), 29–37.
- Jaweng, R. (2012). Analisis Kewenangan Khusus Jakarta sebagai Ibukota Negara dalam Konteks Desentralisasi di Indonesia. Universitas Indonesia. Jakarta
- Makinara, I. K. (2020). Refleksi Hukum Dana Otonomi Khusus Aceh. <https://doi.org/10.13140/RG.2.2.13293.61920>
- Nasution, I. (2016). The Challenge of Decentralization in Indonesia: Symmetrical and Asymmetrical Debate. *International Journal of Social Science and Humanity*, 6(9), 691–697. <https://doi.org/10.18178/ijssh.2016.6.9.734>
- Pamungkas, C. (2015). The Contestation of Muslim and Special Autonomy in Papua. *Religion: Jurnal Studi Agama-Agama*, 5(1). <https://doi.org/10.15642/religio.v5i1.581>
- Prabowo, A. P., Supriyono, B., Muluk M.K., & Noor I(2020). The Implementation of the Special Autonomy of Papua Province from The Aspect Improving Public Service *Jurnal Pertahanan*, 6(1), 59–74. <https://doi.org/10.33172/jp.v6i1.591>
- Prabowo, P. A., Supriyono, B., Noor, I., & Muluk, M. K. (2021). Special autonomy policy evaluation to improve community welfare in Papua province Indonesia. *International Journal of Excellence in Government*, 2(1), 24–40. <https://doi.org/10.1108/ijeg-06-2019-0011>
- Prehantoro, P. (2020). Special Region of Yogyakarta in the Perspective of Asymmetric Decentralization Reviewed from the Law Number 13 Year 2012. *International Journal of Multicultural and Multireligious Understanding*, 7(8), 451. <https://doi.org/10.18415/ijmmu.v7i8.1946>
- Resosudarmo, B. P., Mollet, J. A., Raya, U. R., & Kaiwai, H. (2014). Development in Papua after special autonomy. *In Regional Dynamics in a Decentralized Indonesia* (pp. 433–459). <https://doi.org/10.1355/9789814519175-025>
- Sakir, & Sarofah, R. (2020). Accountability Model for Utilization of Privilege Funds Special Region of Yogyakarta. *Aristo (Social, Politic, Humaniora)*, 8(2), 328–342. <https://doi.org/10.24269/ars.v8i2.2481>
- Sulistiono, B., & Efendi, D. (2018). Evaluation of the Use of Privileged Funds of Yogyakarta on Cultural Sector in Sleman 2016. *Forum Ilmu Sosial*. <https://doi.org/10.15294/fis.v45i2.16079>

- Tamberan, Y. W., Tawakal, M. A., Betaubun, S., Lamalewa, F., Kore, E. L. R., & Anwar, A. I. (2020). The allocation of special autonomy funds and their impact on regional economic inequality in Papua Province. *IOP Conference Series: Earth and Environmental Science* (Vol. 473). [https://doi.org/ 10.1088/1755-1315/473/1/012031](https://doi.org/10.1088/1755-1315/473/1/012031)
- Yuliandri, Kabullah, M. I., Fahmi, K., Amsari, F., & Fajri, M. N. (2021). Beyond the tsunami effect: Towards an understanding of the special autonomy budget policy in reducing poverty in Aceh. *IOP Conference Series: Earth and Environmental Science* (Vol. 708, pp. 1–10). <https://doi.org/10.1088/1755-1315/708/1/012084>