

Sorin BLAGA – STUDENTS' PAID EMPLOYMENT AND ACADEMIC PERFORMANCE AT CARRICK INSTITUTE OF EDUCATION, SYDNEY CAMPUS / 5

Abstract: *This paper identifies aspects of students' academic performance, in the Hospitality Department at Carrick Institute of Education, Sydney campus, Australia. The academic performance of these students is thought to be negatively affected by participation in paid employment and the language mostly spoken in their work place. The research findings show that students are deliberately engaged in paid employment for exactly the same reasons identified by the previous researchers, even though the students know that their academic performance may suffer. The paper also looks at how the languages spoken at their work place influence their academic performance. Most of the students at Carrick Institute of Education are international students and the language spoken at their workplaces often coincides with the students' country of origin. In spite of these negative effects, students continue to work even if they are financially independent, in order to build their work experience. The jobs are mainly in the Hospitality Industries. The research findings open the way for future pedagogical and managerial research in the education sector.*

Key words: *academic performance, course difficulties, paid employment, tuition fee, language*

JEL Classification: *I20, I23*

Imola CSEH PAPP – OPPORTUNITIES FOR PART TIME EMPLOYMENT IN A HUNGARIAN COMPANY / 23

Abstract: *The study examines the question of part time employment as an example of atypical employment in Hungary through the evaluation of a questionnaire conducted at a Budapest based business that deals with tender writing.*

The study was induced by the phenomenon that labor market experts favor atypical forms of employment (as its beneficial influence on the increase in employment is widely recognized). The aim of the study is to define the employee's attitude to the introduction of atypical forms of employment as well as to find out what proportion of the examined staff would take advantage of part time employment and in what life situations. The results of the analysis show that the introduction of atypical forms of employment is feasible. The employees' attitude, company regulations as well as the practice of the human resources show good signs of a successful introduction.

Key words: *atypical, employment, labor market, part time work*

JEL Classification: *J22*

Mihaela DRĂGAN, Diana PITIC, Diana BRĂTEAN – INCREASING EMPLOYABILITY OF MASTER GRADUATES – ECONOMIC PROFILE – IN CONTEXT OF THE ACCREDITATION SYSTEM BY USING GEMBA SHEETS / 33

Abstract: *The study illustrates the relationship between the accreditation process, as a process of increasing the quality of higher education and market demands, regarding the competences of future graduates. Analyzing the characteristics of the higher education system and of the main characteristics, that define the competences of candidates within employing companies, the authors try to identify the frequency of required occupations, closely related to the academic offer of the International Management Master program at the German line of study. The aims of this article are: to measure the frequency of occupations specific to the economical field within German companies,*

that act as major employers of our graduates and also to establish which competences are most likely to be used within each analyzed occupation. Therefore, Gemba observation charts have been developed, in order to measure the frequency, importance and utility of each competence unit. The occupations and the competences of the graduates are the dependent variables and the independent variable is given by the questioned companies. Our results highlight the occupations that are most likely to be performed by a master graduate within German employing companies and the competences that are most required within these companies.

Key words: accreditation, quality assurance, qualification system, German line of study, market needs

JEL Classification: A11, C88, J24

Alexandra DUMENCU – TESTING THE COINTEGRATION HYPOTHESIS AND ITS CONSEQUENCES ON THE INVESTMENT STRATEGY / 45

Abstract: Based on the theory of cointegration introduced by Engle and Granger and on the methodology developed by Johansen, this paper investigates long term cointegration between Central-Eastern European stock markets and the consequences of using Pairs Trading strategy as an investment approach. The stock price indexes of Romania, Hungary and Czech Republic are used, with daily data spanning from 4 January 1999 to 30 December 2009. The findings of this article outline optimum portfolios build using long and short positions of financial assets.

Key words: cointegration, stock market, investment, portfolio

JEL Classification: C58

Karl FARMER, Andreas RAINER – LIMITS TO NATIONAL DEBT IN A WORLD ECONOMY WITH INTERNATIONALLY DIFFERING GROWTH RATES / 59

Abstract: US Federal Reserve chairman Bernanke recently called for quick steps to rein in the exploding US budget deficit, warning failure to act could result in a serious crisis. While Bernanke did not elaborate on the nature of the alleged crisis this paper investigates it in a two-country OLG model of the world economy with internationally differing growth rates among advanced and emerging countries. We find that in the long run the concerns with respect to excessive national debt in slowly growing net foreign debtor countries are not warranted since limits to national debt count only in fast growing countries.

Key words: Limits to national debt, two-country OLG model, international growth-rate differentials

JEL Classification: H63, F43

Veronica Ioana ILIEȘ – CORPORATE SOCIAL RESPONSIBILITY BETWEEN CRITICISM AND CONTROVERSY / 85

Abstract: Corporate Social Responsibility is a phenomenon generally regarded as positive both by the scientific and the big business community. Nonetheless, the concept and actual practice of CSR has had its share of criticism and controversy. As a consequence, the present study intends to briefly review some of this criticism, although we are not among those who reject the idea of CSR. A comprehensive perspective, though, also involves taking into account the less favorable aspects of a phenomenon.

Key words: corporate social responsibility, corporate social irresponsibility, business

JEL Classification: A12, A13, M14

Loredana MOCEAN, Robert Andrei BUCHMANN – ABOUT USABILITY IN LEARNING INTELLIGENT COLLABORATIVE SYSTEMS / 97

Abstract: *Intelligent collaborative learning systems are widely considered a subset of collaborative systems employed in organizations where computer assisted training is applied. This paper approaches some usability concerns related to a previously presented learning system based on the RDF and ontological modeling of e-learning content and processes. Our studies try to integrate knowledge models expressed as RDF with interaction design in a learning context. Direct feedback is individualized for test subjects and learning-related tasks, especially form-filling and concept acquisition.*

Key words: *RDF, OWL, learning, usability*

JEL Classification: *C88*

Omotayo Adewale OSIBANJO, Joachim Abolaji ABIODUN, Joseph Oladele KEHINDE – HUMAN RESOURCE MANAGEMENT AND EMPLOYEE JOB SATISFACTION: EVIDENCE FROM THE NIGERIAN BANKING INDUSTRY / 109

Abstract: *The paper examines the effect of human resources management on employees' job satisfaction using data collected from two banks in the Nigerian banking industry. The survey instrument used in the collection of data from a sample size of two hundred employees was the questionnaire. Consequently, Correlation and Regression analysis was then utilized on the data generated in line with the objectives of the study. The results from the study indicate that Human Resources Management variables considered in the study have effect on employee job satisfaction. This suggests that in order to achieve job satisfaction among organisations' employees investment in employees training and development and improving working conditions pay dividend in terms of securing employees job satisfaction. The business environment is dynamic and there is need for organizations to adopt strategies to motivate and equip their staff, so as to ensure their loyalty and be source of competitive advantage.*

Key words: *training & development, working condition, job satisfaction*

JEL Classification: *M12*

Viviana ZAMFIR – THE EFFECTS OF UNEMPLOYMENT ON SOCIAL ISSUES AND HEALTH MATTERS / 125

Abstract: *This paper intends to study the unemployed population's social and demographic characteristics from a Romanian county, as well as the influence of factors such as: gender, age and unemployment period on population's health. Using Two-Step Cluster Analysis on data from the Regional Unemployment Agency, some sample traits were obtained and following Factorial Correspondence Analysis, associations between groups and unemployment period, length of service, were noticed. Binary Regression was employed to determine the impact of age and gender on health. Differences are noticed among the symptoms exhibited by gender, age groups and less considerable among different unemployment duration. The Binary Regression showed that the probability of health problems increases with age, especially for women. The present study goes beyond the descriptive approach in most of Romania's social research and using techniques from Data Analysis tries to determine factors with impact on health.*

Key words: *unemployment, health problems, social issues, Cluster, Binary regression*

JEL Classification: *J6, C8*