

## Abstracts of the articles

**Miklós Bodródi:**

### **THE ROLE OF MANAGEMENT AND EMPLOYEE SELF-SERVICE SYSTEMS IN THE RENEWAL OF HUMAN RESOURCE MANAGEMENT AS AN ORGANISATIONAL FUNCTION**

In my thesis I examine self-service technology solutions from the perspective of human resource management as an organisational function. I am convinced that self-service systems are powerful and effective support tools, whose role in the changing world of work is becoming increasingly important.

The corona virus epidemic has also drawn attention to organisational digitalisation. Achievements in the digital transformation process have fundamentally determined an organisation's ability to adapt to the pandemic. Processes that had already begun accelerated and it became clear that digital transformation was the only viable way forward. On the other hand, the pandemic has also led to a reassessment of the role of human resource management departments in organisations and the importance of the competencies of human resource professionals.

The above threads converge in the field of human resources: on the one hand, management and employee self-service portals are both IT and digitalisation tools, and therefore require technical/technological skills; on the other hand, they are human resources management systems, and therefore their professional content is relevant in this respect.

**Barbara Dévényi Ráhel:**

### **DISCRIMINATION OF LGBTQ+ EMPLOYEES IN THE WORKPLACE ENVIRONMENT**

In my publication, I write about equal opportunities in the workplace environment of LGBTQ+ community. The main goals of the research include learning about and presenting the current labor market situation of the mentioned minority group, as well as the forms of discrimination against them. Furthermore, the practical implementation of the Hungarian and European Union legal regulations currently in force. The primary research is carried out by involving the Hungarian labor market and examining their experiences.

In the past 5 years, there have been a lot of changes regarding the laws in Hungary, which has made the everyday life of LGBTQ+ people more difficult, and as a result, the level of discrimination has increased. Discrimination statistics speak for themselves, but on the other hand, the number of LGBTQ+ people worldwide continues to grow. I believe that LGBTQ+ people can also live a full and happy life without discrimination.

**Tímea Hanuláné Csizmadia:**

### **THE HOTELINDUSTRY AND THE FOUR DAY WORKING WEEK**

The nature of work has undergone huge changes throughout history, from the beginning of farming, through the industrial revolutions, to the present day. During the first two industrial revolutions we worked without a framework, trying to satisfy our basic physiological needs. The modern working scheme we know nowadays was actually born by the third industrial revolution. Times has greatly changed since the era of digitalization, technology has developed by leaps and bounds, but the way we work hasn't changed much. However, COVID forced us to make changes, this is how the "home office" spread and the world started moving towards the four-day work week. Today one of the most actual organizational development topics is the four-day work week, which aim is to provide more free time to the employees, while maintaining the current productivity and pay. As an employee working in the fields of organizational development in the hotel industry, I am researching the prospects for the four-day work week in this sector.

**Mátyás Huber:**

**HOW CAN AN HR CONSULTANT HELP YOU SURVIVE DEATH VALLEY?**

The main purpose of my article is to provide an outline of the current and potential role of human resource consultants within startup organisations. According to international statistics, only one startup in 10 will succeed and another 9 will fail, with an international consensus that 30% of failures are due to human factors. In this article I will discuss methods and techniques that can help to reduce this “death rate”. I believe that, with the right methodological tools and the right advice from an HR consultant, a greater number of start-up organisations would survive the Valley of Death and be more successful. Throughout my life, I have benefited from mentors who have helped my business ideas to take shape, and I hope to be able to do something equally useful as a consultant.

**Júlia Klonka:**

**THE CURRENT CHALLENGES OF AUTOMOTIVE TRANSNATIONAL ORGANIZATIONS AND THEIR EFFORTS TO CREATE A MORE FUTURE-PROOF ORGANIZATIONAL CULTURE**

How did the companies settling in after the regime change affect the development of the profession, what kind of employment political development their activities initiated, how the evolution of HR started. I examined the developmental stages along the milestones that had a great impact on it. As a result of the Lehman crisis, how increased the number of employees in the industry, what flexible headcount planning practices were implemented into their processes, and what outplacement practices became widespread. Subsequently, how to a big improvements characterized the industry, and how it coped with the sudden need for manpower, how they developed their training and motivation systems to fit it. For the effects of the Covid-19 pandemic, global chip shortage and the Russia-Ukraine war the organizations which answers were given, and how the HR profession strengthened strategic partnerships in the lives of organizations.

After processing my secondary and primary research results, I compiled my own consulting proposal, which will enable organizations to become future-proof and provide quick responses to sudden changes. I put great emphasis on the importance of organizational transformations in compiling this, emphasizing how much change affects the lives of companies as a whole. The transparent communication of changes should be carried out through which channels and how the given organization should be carried out in order to help the successful outcome of sustainability processes.

Among my recommendations, I formulated my opinion on which focal points professionals should pay attention to in creating a multicultural environment, which has also become a priority thanks to the employment of foreign guest workers in Hungary. I also described my proposals to the changes that need to be applied by the Z and Alpha generations with the entry to labour market, so that the company can successfully and in the long term employ them. In future, the labour market must operate on a competence basis, with other practices, such as project-based employment, to employ the necessary human resources, so that labour shortages can be addressed in the long term by the automotive industry transnational organisation.

**Márta Krivai:**

**THE MAIN PARTIES INVOLVED IN TALENT MANAGEMENT AND THEIR DYNAMICS**

The labor market has changed significantly with the accelerated economic changes and the new generation Y and Z. The latter have created a new set of expectations for employers, with an emphasis on career paths, opportunities for development and work-life balance. Loyalty has been

overtaken by the need for self-fulfillment, so that if an employee does not get all this within an organization, he or she can easily move on. In addition, companies need to recognize the extraordinary power of human capital: to keep up with rapid change and remain competitive, it is essential to employ talent. Talent management is the solution to this challenge.

**Fanni Plell:**

**THE FUTURE PROOF POTENTIALS OF LARGE CORPORATES' IN THE LIGHT OF STARTUP CULTURE**

In the accelerated world of the 21st century organizations have to face ongoing challenges; they have to compete for talent who is able to perform the knowledge and learning based tasks generated by the information age under extremely rapidly changing market conditions. The fast-reacting and innovative organizational culture of startups adapts well to the dynamically changing environment therefore large corporations try to copy their practices, but these often results in dummy activities. The real values that are needed to attract and retain young talent cannot be recognised. In my thesis I examined the possibilities of blending the corporate culture with the startup culture focusing on what large corporations can take from startup companies in order to become future proof.

**Edina Szabó-Zmák:**

**WHAT IS JOB CRAFTING AND HOW IT DRIVES EMPLOYEE SATISFACTION AND ENGAGEMENT**

The topic of my study is Job Crafting, i.e. the personalization, customization of our work. In this article I present and examine both the theoretical background and the practical applicability of this approach.

I am convinced that the use of the Job Crafting's extensive toolkit boosts the satisfaction and engagement of employees; self-identity, awareness, resilience; and this way it contributes greatly even to the success and profitability of organizations. In my study, the correctness of this assumption has been proven with the help of my analysis of the literature related to the topic and the results of my two different types of primary researches.

I see tremendous individual potential in personalizing jobs, so that people can thrive rather than just survive in their jobs. On the other hand, I also consider it of extremely important on the organizational level. Nowadays future-proof organizations and managers have realized that the key building blocks of corporate success are engaged employees. Therefore, they create flexible frameworks and use extensive toolkits in order to encourage their employees to proactively craft and optimize their jobs, so that they will be able to do their very best at work.

**Laura Téglási:**

**THE ROLE OF HR CONSULTING IN BUSINESS DEVELOPMENT AND SECURING FUTURE-PROOF OPERATION WITHIN THE ORGANIZATION**

The main goal of human resource management is to use human resources as usefully as possible in order to maximize profit. However, as the name suggests, we are talking about people who cannot be seen as material goods, because the individuals who make up the organization have different needs. The goal of HR is to form a bridge between management and employees, so that it also has to face the constantly changing economic environment and labor market challenges. What is the biggest challenge in the HR profession today, and how can we professionals contribute to a company's competitiveness? What makes an organization future-proof, and what business development strategy must be used to survive in this dynamically changing world?

**Anita Varga Zsuzsa:**

**COPING OPTIONS IN TEACHER BURNOUT PREVENTION**

I believe that Castellano's (2019) summarizing thought, that we can find remedy for one of the most challenging problem of the 21. century by discovering how to avoid burnout is doubly true to the teachers' society. I knew, I was choosing a demanding task, once I have started my thesis work. I was aware that it was not going to be an easy ride and I couldn't expect a happy end. I assume, that the quality of the education determines the future of our whole nation.

Many times, during my Occupational Psychology lessons at the Metropolitan University I thought that the topics we discussed would have been a big help for the progressive members of the teachers' society. As a mother of two, I also feel that their teachers would really benefit from this knowledge. I have a bachelor diploma in the field of technology, so I am convinced that theory must be put into practice. Therefore, in my thesis I also research the coping mechanisms beyond the teachers' burnout. I checked the applicability of these technics in the course of a two- day practical training with a group of seven teachers.

I take it as a candlelight that all the participants of my half- structured interview research reported that the training meant a huge support for them. They are aware that embedding these techniques into their everyday practice and self- development are very important. It proves to me that it is possible to initiate change by starting from the basics with open people in order to improve their own well- being. The good news is that this option is open to everyone.

**Petra Vértesi-Puskás:**

**THE POSSIBLE EFFECTS OF INTRODUCING THE FOUR-DAY WORK WEEK ON THE EMPLOYEES' WORK-LIFE BALANCE**

In recent years, the topic of the four-day work week has become highly popular among both company executives and employees, as numerous studies confirm the positive effects of the shortened work schedule on employees in terms of work-life balance, efficiency and employee commitment.

On the one hand, this article offers an overview of the labor market's active members' current preferences regarding the introduction of the four-day work week, including the details of its feasibility, the viewpoint of the survey participants regarding its advantages and disadvantages, as well as the compatibility between work and private life, along with its possible effects on employee commitment.

On the other hand, in this study I summarize the professional opinions of five HR experts, expressed in semi-structured interviews, including the industries in which the implementation of the four-day work week seems feasible, as well as the response that they would expect from the employees in their current workplace in case such project was implemented and the conditions under which they would be willing to accept the four-day week, either as an employee or in the role of an HR specialist.

In addition, based on previous studies, I am looking for the answer to whether the opinions of women and men, as well as parents and childless workers correspond to each other regarding the introduction of the four-day work week. In addition, an important part of my research is the examination of what activities employees would like to spend their free time with in case of a shortened work schedule.