

Abstract

ANDOR MARÓTI: How Shall we Read? Through some examples of belles-lettres the author presents what is needed for a reader to comprehend the work in depths and not to be contented with understanding only the plot parts of it. Understanding of those considerably depends on the way details link to each other in the work and through this the point of the work is recognizable. 3. p.

BÉLA KRISZTIÁN: Dual Training and the Awareness of Methodology. Companies are involved into the training process in dual trainings. High-level methodological proficiency and pedagogical and andragogical knowledge are premises of the training's effectiveness. This can be evolved in the frame of methodologies. Keywords: dual training, in-house training, andragogy, methodology. 11. p.

GYÖRGY SZRETYKÓ: This paper compares the features and differences of the feudal-prestige oriented and the professional-efficiency oriented institutions of higher education. The author of this research examines 15 points without limitation. Generality of these aspects connected with innovation, decision making system and manpower management of institutions of higher education. At the end of this essay the author assumes his conclusions and proposals. The final conclusion is that only those professional-efficiency oriented institutions of higher education can answer the challenges of the 21st century, which at the same time are quality-oriented and, due to being learning systems, can be renewed, keep and enhance their competitiveness. 18. p.

ÉVA FODOR IMRÉNÉ: After the political transition Hungary was the leader among the newly joined countries in developing adult education. The paper provides a review in a chronological order about the main tendencies which took place in adult education by researching the topic from the viewpoint of regulation, labour market and the consumers. By drawing the conclusion from the available data the image of positive and negative tendencies and mistakes of the last 25 years is outlined. The author makes an effort to draw conclusions from the highlighted trends and outlines the related tasks. 28. p.

ESZTER BARAKONYI: The problem of equal opportunities and discrimination is generally recognized as a question of prime importance in contemporary thinking. Ensuring equal opportunities is one of the leading political goals of the European Union. Community policy aimed at ensuring equal opportunities, going through changes as the case may be, has been on the agenda of the European Economic Community since the beginning of European integration. This paper's primary aim is to give a short view of the most important stages of this development. 38. p.

SZILÁRD MALATYINSZKI: The author presents the importance of values and their connection with the organizational culture. The cognitive, personal and instrumental value appears in groups with its influence on the life of the organization. The most important function of the leaders is saving the values - the author believes. 51. p.

LÁSZLÓ SZABÓ: Human factor is an important component of strategic initiatives, in obtaining and maintaining competitive advantage. Using flavonoids in an effective and systematic way has special importance in healthcare procedures of human resources. During more than twenty years of research in the field of immune deficiency and its possible counterbalancing we reached our healthcare and market results by employing natural factors. 56. p.

TAMÁS LENDVAI: Extracts from the History of the Bavarian Primary Schooling Public Education (1770–1815). The study examines and presents basic features of the evolution process of the Bavarian public education, sets the focus on the most important stages, with special emphasis on the fundamental regulations. Based on the outcomes of our research, we see that Bavaria is a lead pioneer in the field of public education. The South German state in the 1770s prepared the governmental school regulations and curriculums (1770, 1774, and 1778) (with Heinrich Braun's assistance), organized the three-storey public educations (1774, 1778), determined frameworks and ordered the compulsory attendance (1771). The new, stronger phase of development took place in the first two decades of the 19th century. The Monarch interpreted the education as clearly a state case. The Bavarian progress influenced the Hungarian public educations. Pál Gönczy's "Public school organization" (1858), József Árvay's "Public school curriculum", Pál Gönczy's and József Eötvös's public school draft law (1868), and organization of the Religion and Public Education Ministry (1867) is based partly on the model of Bavaria. Therefore the study overviews and explains the main points of the most important Bavarian regulations. 64. p.

ESZTER BEDÓ: Community learning is a highly relevant but somewhat unexplored dimension of adult learning one of which could open new possibilities in engaging adults in lifelong learning. This essay focuses on the current situation and scope of community learning by exploring its theoretical and historical background whilst analysing the role it plays within the development of European lifelong learning. Through historical and current examples the author defines the links between community development, personal development and the education of adults whilst pointing out the role of the relevant European strategy and action plan by unfolding its main messages that influence community learning. The second part of this article brings the United Kingdom's practice as a good example by introducing the legislation and funding underpinning this dimension of lifelong learning, the available

programmes and the organisations that play fundamental role in organising and promoting community learning. This form of learning seems to be growing more and more popular amongst adults and this positive reassessment will also be discussed here. 82. p.

ÁKOS JARJABKA: Offices are the basis of modern business activity, since they create a scene that allows the performance of effective organizational management, separated from the place of production. Workplace and work activities have undergone remarkable change during several centuries regarding their physical appearance, the development of technologies, and the satisfaction level of employees' needs. This study provides an overview of these changes, starting from the "classical" office and characterizes office work that utilizes modern technology, takes ergonomic principles into account, and is not necessarily located in the premises of the organization, but takes place in alternative sites, like home offices equipped with suitable technology. 93. p.

LAJOS KÓTELES– KATALIN ROZSNYAI: Local patriotism, as a human resource in Gyula. Towns are dominant parts of the European regional development, as spatial processes are concentrated in these forms of stratas, which determine the development of the regions. During the time of the capitalism, in the network of the towns on the Hungarian Great Plain, smaller market-towns were evolved. They are still the development-centres of the township network system. In these towns, even nowadays, different kinds of transparently working societal groups' interest-struggles can be traced. One can follow how the local aims could fulfill community interests effected over the generations. Our research comes on the heels of a small town on the Great Hungarian Plain: Gyula. It follows up the development of the local patriotism, which is determined by the local identity. Our most important conclusion is that the incessantly renewable local patriotism is a kind of human resource, which plays an irreplaceable role not only in the evolving of the inner innovation, but also in the successful adaptation of the outer changes. Key words: local identity, local patriotism, inner innovation, societal interest community. 108. p.

GYÖRGY MUIITY: Klebelsberg and the Training of Hungarian Sailors. Sailing on the Danube was an important field of Hungarian transport development. Klebelsberg provided cultural care opportunities for the increasing number of Hungarian sailors and the families living with them on the ships within the frame of the Julian Society. Key-words: Klebelsberg, Hungarian diaspora, sailors of the Danube, cultivation of the language, cultural care. 116. p.

ANITA KOZÁK: The purpose of the article is calling attention to the importance of workplace orientation. The first part of the article is sorted the orientation-related activities into groups according to three topics: the measures helping to acquire the local information, the information about the work and the expectations and the presentation of the procedures and opportunities related to the performance evaluation, earnings and incentives. After that the paper presents the circumstances of a questionnaire-based and semi-structure interview-based examination. Finally, the examination results showed that the orientation at the four examined companies helps the new employees' learning process and integration; however, the related measures are not completely implemented. According to the cross tab analysis, the result cannot be justified with the fact that the companies started to pay more attention to orientation in the past one or two years. The semi-structured interview examination revealed that orientation is not closely supervised at the examined companies. This is not justified because the employees altogether considered the implementation of the measures important. 121. p.

ANDOR NAGY: The potential of automated content analysis. Demonstrated through a comparison of Index.hu and Origo.hu websites. This study is a methodological experiment dedicated to examining how informatics can be used to automatically analyze and compare electronic text. Following a brief introduction to the method developed as a unique variant of content analysis, this article presents the results of practical realization through analysis of the Origo and Index news portals. 132. p.

ANETT WEINZIÉRL: Digital illiteracy among 45-60 year old adult population. When investigating the above topic it is important to take into consideration the particular complex demographic, economic and labour market situation. This situation has to be solved as it affects the aforementioned group. This situation is not only peculiar to Hungary but generally exists in practically the whole of the European Union, which means that less and less employed people have to support more and more elderly and incapable people. The 2008 financial crisis that has since been hitting in waves has negatively affected not only companies and entrepreneurs but also the average population. Because of this a lot of people are forced to change their jobs for a number of reasons, but many of them encounter difficulties that can hinder the acquisition of new skills. 140. p.

Szerzőink

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