

Abstract

ÉVA SZEDERKÉNYI: Having been working with students from various cultural backgrounds on the specific field of Human Resource Counselling (HRC), I venture that for attending counselling skills (verbal and non-verbal) an experimental study programme can be initiated based on an interdisciplinary basis. Since its birth counselling has always been an oral action. Listening, responding and giving feedback are verbal interventions by which the counsellor facilitates clients' self-inventory process. Non-verbal interactions swathe the field of proxemics, kinesics, and paralanguage. In this paper I argue that via analysis of written literary texts students and practitioners can be facilitated by the rhetoric of verbal and non-verbal interactions. Keywords: para-verbal and nonverbal communication, analysis of literary texts, client-counsellor relationship, linguistic awareness, silence, rhetoric, interpretation, paralanguage, gaps, absence. 3. p.

SZILVIA SZABÓ –GÁBOR VARJASI: Integrated Change Management in practice, based on the Lewin model. „The only thing that's constant is change.” In light of this, our essay explores the applicability of the Lewin model in today's private sector. The actual case study – the „change” - is about an organisational change that had a profound effect on the employees and, as such, on the organisation's competitiveness. We believe that the model described by Lewin can be applied under today's market conditions and its theoretical guidelines can be effectively used in the everyday corporate life. 9. p.

MARIANN MÓRÉ – ÁGNES BENE: Generational Challenges in Organisations. Around the turn of the millennium conflicts among generations and in parallel with this the removal of members of the older generation from the labour market seemed to be a good solution for the problems of accommodating workforce in large numbers. However, the trend has changed, and the shortage of labour, which has appeared in the European Union in the past few years due to the demographic changes and the globalised economic competition, has resulted in tensions, for which responses and solutions had to be found. One possible solution is to lengthen the time people spend at work, to increase the employment rate of the age group between 55 and 67 years of age. Due to the successful programmes, significant generational differences have occurred at the workplaces, which represented new challenges for organisations. One way of resolving these issues was the appearance of generation management and working out the detailed definition of the areas of age management together with the development of programmes. In parallel with this or in relevance to this one should reconsider the role of intergenerational learning in organisations. This study describes the tendencies relating to the employment of members of the older generation, the theoretical background of intergenerational learning, as well as its role in employment policy, and the way how this form of learning can become a part of generation/age management. Keywords: age discrimination, age-related company strategies, generation management, age management, integrated learning JEL code: M14, O15 15. p.

GYULA CSEGE– EDINA SZUHAI: The main elements of the public service career path, dogmatic justification and practical aspects. Over the last decade, the human resources background and the training system of the Hungarian public administration have been undergone a number of changes. The career path model, which began in 2015, was the first step, 43500 families were involved and it could anticipate changes in public administration. In the study, its background and changes in the time elapsed are subjects of the analysis. Keywords: career, police, human resources, law enforcement. 24. p.

ÁGNES ELAM-SAÁGHY: New perspectives for the development of the Tiszabura region with the conceptual participation of the Hungarian Charity Service Association of the Order of Malta. A new coordinating organisation has been involved in regional development in the area, based on decades of research and experience. The Hungarian Charity Service Association of the Order of Malta provides unique surveys on the possibilities of developing settlements such as Tiszabura. 34. p.

ZOLTÁN HUSZÁR – PÉTER VÁRNAGY– IVÁN ZÁDORI –ZSOLT NEMESKÉRI – BALÁZS PANKÁSZ: Tolerance and Sensitivity: Social and Cultural Diversity in V4 Countries of Central and Eastern Europe. The issues of citizenship, several aspects of the European migrant-crisis are frequent topics for everyday discussions today in Hungary. This is a regular subject for private conversations and a fashionable one for the mass media as well. Our research on tolerance and sensitivity was inspired by several discussions or even disputes on these topics with our colleagues and students during the years. We worked together with our international partners from the other three V4 countries within the framework of the “Social, Cultural, Ethical and Politics Aspect of Migration in the Context of Civic Education” project. For the pilot research our target group were the students of the Faculty of Culture, Education and Regional Development at the University of Pécs, Hungary. Our study presents our research results. 42. p.

ANITA R. FEDOR– RITA PÁLOSI: Future and labor market plans of the youth were examined by many researchers, by many aspects. In our study we had examined learning and working attitudes differences between secondary

school and vocational school students. What is their priority? They would like to learning or working? Can we notice charactergroups between learning students and working studens? Does family background has an impact on the future plans of the student? We have been looking for answers to these questions. In our empirical work we found significant differences between the social background and the future plans of the two student groups. During our analyses we found significant relationships between future and labour market plans and income position of family. It became clearly, that those students who live in favorable income circumstances preferred to continue to study, while those with less favorable income parameters were likely to choose work and work-related learning. From this we conclude that financial well-being or it's lack determines the study and labor market plans that follow the school-leaving age, and this thus affects the equality of chances. Key words: education, family factor, social background, youth, labour market, future plans. 52. p.

BÁLINT PAPP – ADÉL VEHRER: Our study analyses the following three topics: the training needs of economic actors in Szentgotthárd, the relationship between the economy and the training sector, and the evaluation of the adult training services operating in the city. There has not been such a comprehensive study yet in this settlement situated at the border of three countries. The analysis of the answers given to our questionnaire shows that the range of adult training services should be improved in Szentgotthárd. The supply and the demand of training do not always meet and most of the companies invests money in the training of employees only with reservations. 62. p.

KATA KEVEHÁZI: There are power aspirations behind the global problems which lead to irresponsible use of resources. Value choices that are conducive to sustainable development. Women's different life situations and priorities are also manifested in power structures. Therefore, greater participation of women in decision-making is decisive for alleviating the growing social inequalities, preserving the environment, eliminating war conflicts and their consequences. The main obstacle to women's empowerment is that their position on the economy and their economic independence are limited. Their influence can be enhanced by strengthening their demand for autonomy and social engagement. The most effective way to do this is to put women's own businesses into growth. Modern IT and communication technologies overcome the mobility constraints stemming from the reconciliation of family and work, so women's businesses that build on them can be set to grow. For this, angel investment can be an excellent aid, which has been the most dynamically developing model of early-stage development in the past decade. At the same time, in societies where maintaining social stereotypes affecting women strengthens traditional gender roles, gender inequality increases. Therefore it is very important to create an angel investor circle familiar with the characteristics of women's entrepreneurial activities. The purpose of my article – as part of my comprehensive research – is to present the relationship between women's businesses and angel investors in today's Hungary. 70. p.

CLAUDIA K. FARKAS: Italy is flagship of the inclusive education, it became a reference model for his pedagogical approach and practice. The advanced inclusive model of the Italian school was formulated by a series of laws. The school integration of children with disabilities is a result of laborious and persistent work. The article focuses on the developmental stages of personal-oriented education in Italy, with the synthesising analysis of primary and secondary sources in Italian. The topic is current and significant, broadening the scope of knowledge about inclusion. The Italian education policy wants to ensure the quality of opportunities and aims to develop the education of students with disabilities at the highest level. 86. p.

JÚLIA GYURCSÓ: Religious education in Hungary (statistics, church schools in space and time). We could fill libraries with the literature on the history of Hungarian religious education consisting of archives of the churches and the state, of sources from manuscript archives, of filed documentation, of school notifications and year books as well as of statistical data. Keywords: religious education, church schools, school library, school library history. 91. p.

BÉLA KRISZTIÁN: The history of Pécs' press was born in the great movement of the "Reform Era". The Fünfkirchner Bergmandl which was published in 1848 was one of the first Hungarian language publications. In its title it represented mining in the Hungarian press for the first time. Keywords: Press of Pécs; Fünfkirchner Bergmandl; József Liechstein panel painting artist, restorer. 103. p.

ZOLTÁN HUSZÁR: Pesti Hírlap and Tolna County (1841–1844). Lajos Kossuth was a preeminent figure of the so-called „Reform Era” of Hungary in the 19th century. He was the first editor-in-chief of Pesti Hírlap between 1841–1844. The newspaper, published twice per week, informed its readers via novel techniques (e. g. editorials, reports from the countryside, etc.) not only about the most important events regarding Hungary, the Habsburg Empire, Europe and the World, but also about everyday life. Kossuth's Pesti Hírlap was the locomotive of reform-ideas and of the embourgeoisement in Hungary. The study summarizes the above aspects, also with respect to Tolna County. 108. p.

ANDRÁS MÉNES: The 25 th Street Theatre is the physical embodiment of our memory dating back to our youth. At the time we were given the chance of selecting from a wide variety of alternative theatres. From among the

diversity of choices the 25 th Street Theatre was considered to be the most well-know and the best one. Its short active period was accompanied by a series of success, which eventually became discontinued due to an administrative measure. Consequently, the actors were scattered among the domestic theatres. 118. p.

ANDRÁS A.GERGELY: In the following book-review the author presents the published book of Claudia K. Farkas: *Jewish Destiny in Mohács in 1944* in a short summary. The main goal is to preserve the memory and historical collectivity of the Jewish Community in Mohács in South Hungary in a monographic form. In the principal chapters the author explores the sufferings of this Jewish community until the ghettoization and deportation in 1944. The book discusses the problems of forced labour, the infringement of proprietary rights of the Jews, and the further fate of their possessions. Claudia K. Farkas gives an insight into the attitude of the non-Jewish community by presenting the views of the local church, as well as, of the local-regional press (Pécs) concerning the Jews. Other important issues such as assistance and rescue work, losses and restitutions are also presented in the book. This volume is the result of the author's thorough research in the local archives. Beyond the primary sources her statements are based on memories and contemporary newspaper articles as well. The purpose of this particular work is to call the general attention to the importance of local history which certainly gives some tints to the general picture (by photos too) as a whole. The book is recommended by the reviewer for all of those who intend to get acquainted with the real destiny of the Jews of Mohács in 1944 and who are interested in the questions of fatal historic anti-Semitism in Hungary and the survivor chance of the memory of "pre- and proto-historic" point of view of any sacral community. 121. p.