

**РЕАЛІЗАЦІЯ ПРОГРАМИ
«ЗАПРОШЕНИЙ ПРОФЕСОР» В
УНІВЕРСИТЕТІ ІМЕНІ МАРІЇ ГЖЕГОЖЕВСЬКОЇ В ВАРШАВІ
(РЕСПУБЛІКА ПОЛЬЩА)**

СМУТЧАК ЗІНАЇДА ВАСИЛІВНА

**Доктор економічних наук,
професор**

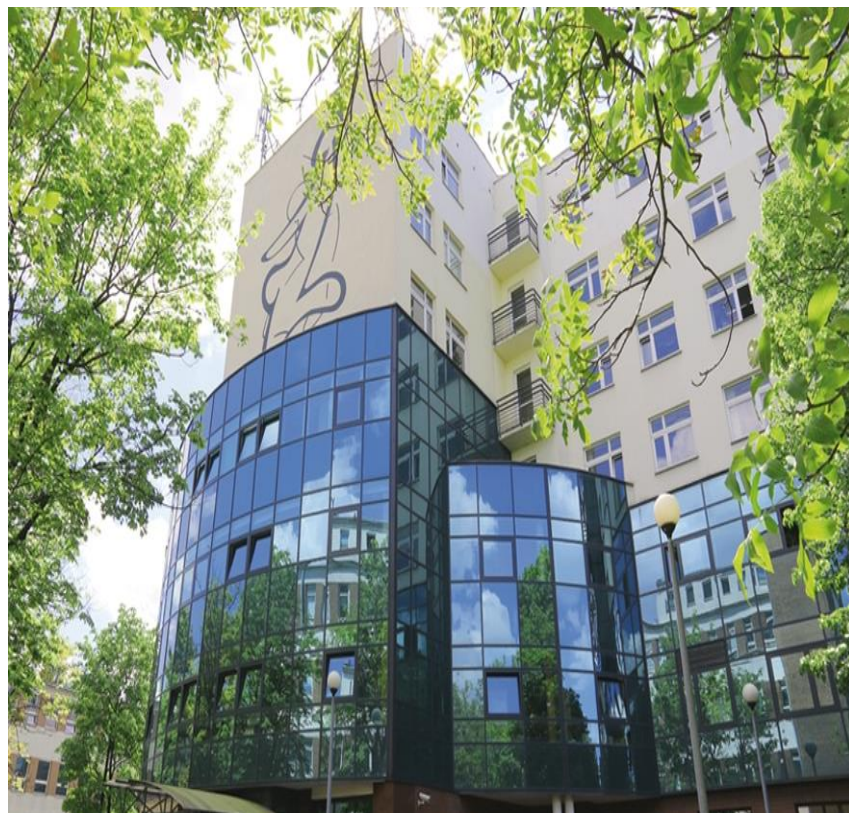
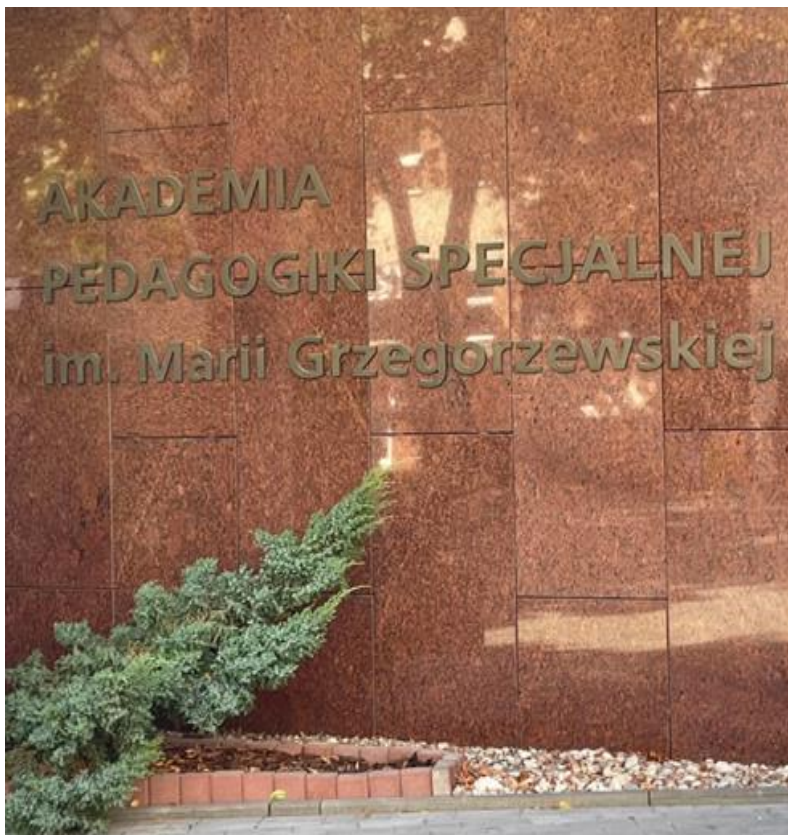


ЗАПРОШЕНИЙ ПРОФЕССОР

Akademia
Pedagogiki
Specjalnej
im. Marii Grzegorzewskiej
rok założenia 1922



The Maria Grzegorzewska
UNIVERSITY
established 1922



ЗАПРОШЕНИЙ ПРОФЕСОР



- Програма «Запрошений професор» створена для науковців з України з метою зближення світових наукових спільнот, обміну досвідом та стимулювання наукових досліджень.

ЗАПРОШЕНИЙ ПРОФЕСОР

- Програма «Запрошений професор» сприяє установленню довгострокового партнерства між ДЗВО «УМО» та Університетом імені Марії Гжегожевської.
- Програма створює можливість для обміну, спільних досліджень та інших форм академічної співпраці.

ЗАПРОШЕНИЙ ПРОФЕСОР

Pozostajemy w solidarności z Ukrainą – w
rok od rozpoczęcia wojny

Солідарні з Україною



THE MARIA GRZEGORZEWSKA UNIVERSITY
(APS)

ЗАПРОШЕНИЙ ПРОФЕСОР

Program Visiting Professor at the Maria Grzegorzewska University

Prof. Zinaida Smutchak

Doctor of Economic Sciences, Professor.

Professor of the Department of Economics, Entrepreneurship and Management of the Educational and Scientific Institute of Management and Psychology of the of State Higher Educational Institution «University of Educational Management».

She was also the head of the Department of Management and Economics of the Flight Academy of the National Aviation University. The professor has more than 200 publications; she is an academician of the International European Academy of Economics, Business, Management and Public Administration, as well as the Head of the Supervisory Board of the NGO "International Educators and Scientists Foundation".

She is the Expert on accreditation of educational programs of the National Agency for Quality Assurance of Higher Education.

Member of the editorial board of the Collection of scientific papers "Bulletin of Postgraduate Education" Social and Behavioral Sciences Series; Management and Administration Series, Higher Educational Institution "UNIVERSITY OF EDUCATIONAL MANAGMENT" of the National Academy of Pedagogical Sciences of Ukraine, Kyiv.

Member of the editorial board of the International Scientific Publication Group "Medicon Open Access"

She is author of the following trainings: "Corporate culture as a basis for implementing effective changes in the organization"; "Motivational aspects of personnel activity"; "Science and time management - effective techniques of management of time".



ЗАПРОШЕНИЙ ПРОФЕСОР

- У рамках програми (60 годин) доктор економічних наук, професор, професор кафедри економіки, підприємництва та менеджменту Навчально-наукового інституту менеджменту та психології ДЗВО «УМО», **Смутчак Зінаїда Василівна** в період з 01.12.2023 р. по 26.01.2024 р. провела лекційні та практичні заняття англійською мовою.

ЗАПРОШЕНИЙ ПРОФЕСОР

Резюме | Раздел пр...

Актуальности



Rozpoczynamy rok akademicki z profesorami wizytującymi z wielu cenionych ośrodków edukacyjnych.

W tym roku mamy przyjemność gościć następujących profesorów wizytujących:

- prof. Etleva Babameto z Albanii
- prof. Mark Bernheim z USA
- prof. Tetyana Burlaienko z Ukrainy
- prof. Sameer Babu z Indii
- prof. Marthinus Conradie z RPA
- prof. Seran Demiral z Turcji
- prof. Oksana Dubinina z Ukrainy
- prof. Julien-Ferencz Kiss z Rumunii
- prof. Svitlana Loboda z Ukrainy
- prof. Larysa Lukianova z Ukrainy
- prof. Agnieszka Bałcerzak z Niemiec
- prof. Zinaida Smutchak z Ukrainy
- prof. Adrijana Višnjić-Jevtić z Chorwacji
- prof. Basia Vucic z Australii

W ubiegłym tygodniu zajęcia rozpoczęła prof. Tetyana Burlaienko, Kierowniczka Katedry Ekonomii, Przedsiębiorczości i Zarządzania "Uniwersytetu Zarządzania Oświatą" Narodowej Akademii Nauk Pedagogicznych Ukrainy.

Odbyła się również wizyta u Prorektor ds. Rozwoju, Prof. Anny Odrowąż-Coates, podczas której omówiona została wizja dalszej współpracy między ośrodkami edukacyjnymi.



ЗАПРОШЕНИЙ ПРОФЕСОР

Професор **Зінаїда Василівна Смутчак**
викладала такі дисциплін:

- *Demographic Factors of Social Changes in Society;*
- *Managing Educational Facilities;*
- *Migrations Issues;*
- *Social Work in International Contexts.*

Demographic Factors of Social Changes in Society

The image shows a Zoom meeting interface. The main window displays a presentation slide titled "Benefits of Educational Management" with the following points:

- 1 Help you achieve the desired outcomes
- 2 Improved resource management
- 3 Increased cost efficiency
- 4 Proper distribution of authority and responsibility

Below the slide is a navigation bar with icons for back, forward, search, and other controls. At the bottom, a row of thumbnails shows other slides in the presentation. On the right side, a grid of participant avatars is visible, including names like "SM", "JJ", "ZZ", and "Pangina". The text "Заметки отсутствуют" (Notes are missing) is displayed above the avatars. A small video window in the bottom right corner shows a participant's face.

Managing Educational Facilities

The image shows a Zoom meeting interface. At the top, there is a row of participant avatars, including a woman and several initials (SM, JJ, MM). Below the avatars, the names of participants are listed: Alga Kost..., Dorot M..., Aleksandra..., Joanna Cy..., Marzena S..., Maczyńska..., Aleksandra..., and Michałowska. A video feed of a woman is visible on the right side of the meeting area.

The main content area displays a presentation slide titled "What is Management?". The slide text reads: "Management is the process of coordinating people and other resources to achieve the goals of the organization." Below the text is an image of a hand holding a red banner that says "MANAGEMENT".

Below the slide, there is a navigation bar with icons for back, forward, search, and other controls. At the bottom of the meeting area, there is a row of thumbnails for other slides in the presentation, including one titled "Management: Managing process", one with a "MANAGEMENT" banner, one with a circular diagram, one with a pyramid diagram, one with a spiral diagram, and one with a flowchart.

On the right side, there is a "Участники" (Participants) panel. It shows a search bar, a "Отправка приглашения" (Send invitation) button, and a list of participants with their names and IDs: Zuzanna Smolchuk, Aleksandra Jaworski a67956, Aleksandra Szemplińska a68236, Alga Konstanta a67987, Angelika Tefelka a68158, Joanna Cymerman j67488, Julia Ciel j67476, Maczyńska Kinga km67171, Marzena Strójny m66228, and Michałowska Wieronka w66406.

Managing Educational Facilities

Заметки отсутствуют

Micromanager Focus	Macromanager Focus
Q1 New Micromanager tend to focus on a narrower view.	Q1 What Mac Managers do not concerned about the end product or delivery.
Q2 Detailed Micromanager put a lot of attention on details.	Q2 Macmanagers focus on the big picture, identifying necessary resources and the strategic and financial goals.
Q3 Micromanager focus on details with repetitive, detailed, and often administrative tasks.	Q3 Macmanagers focus more on repetitive and routine tasks that are part of the flow.
Q4 Micromanager focus on a single or a few things that are not having a high priority in their own practice.	Q4 Macmanagers use several things at a time that are important, such as how they interact.
Q5 Micromanager focus on the immediate and short-term results of their actions.	Q5 Macmanagers focus on long-term and broad perspectives on strategy, goals, & how they interact with others.
Q6 Micromanager tend to be an authority in the area of their control, wanting to control everything that is important.	Q6 Macmanagers focus on delegating authority, emphasizing a range of management practice, encouraging a high level of responsibility to work the organization long-term & trying to identify to work the organization.

19 20 21 22 23 24

Natalia Za... Olena Wg...
Wiktor K... Aliza Kost...
JJ SM
Ivanna G... Serhiy M...
ZZ
Zuzanna N... Marynka...
Anykha T... Tetyana K...

Migrations Issues

Net Migration

Net Migration is the difference between the number of people who arrived in a given territory and the number of people who left during the same period of time.

positive → migrative (mechanical) population growth +

negative → migrative (mechanical) population decline -

Заметки отсутствуют

3 of 17

Indicators of migration

Relative indicators methods

Video conference interface showing participant avatars and a video feed of a woman.

Migrations Issues

Заметки отсутствуют

Gross and Net Migration

- **Gross Migration:** It refers to the all(in and out) migration over a specific time period.
- **Example:** If a country has 1250 in migration and 1000 out migration then the Gross migration will 2250.
- **Net Migration:** It refers to the balance of movements in opposite directions.
- **Example:** If a country has 1250 in-migration and 1000 out-migration then the Net migration will 250

7 of 17

Navigation icons: back, forward, search, refresh, volume, power, and other controls.

Thumbnail navigation bar with 11 slides. Slide 7 is highlighted with a red border.

Participant list on the right side of the screen:

- Zuzanna S.
- Magdalena...
- MM
- Magdalena...
- Marcelina...
- WW
- Kinga...
- Weronika K...
- KK
- Karol Lesia...
- Wiktoria D...
- NE
- Nicole Cant...
- Yingyu...

Video feed of a participant at the bottom right corner.

Migrations Issues

Собрание

01:10:31

Заметки отсутствуют

Чат

Участники 17

Поднять руку

Реагировать

Вид

Приложения

Еще

Камера

Микрофон

Поделиться

Выйти

Małgorzata...

Magdalena...

Weronika K...

Kinga Nie...

Weronika K...

Karol Lepia...

Klaudia Trz...

Увидеть всех

MM

WW

KK

Task 3.

The mechanical movement of the population of the region is characterized by the following data.
The average annual population is 325,900 people.
Arrived in this region – 1527 people.
Left the region – 1361 people.
Define:

1. Migration growth;
2. Volume of migration;
3. Immigration rate;
4. Emigration rate;
5. General coefficient of migration intensity;
6. Intensity coefficient of migration turnover;
7. Migration efficiency coefficient.

Draw your own conclusions.

5. $GMI = IR - ER = 3.39 - 1.47$
 $GMI = 1.92 \%$

6. $IMT = (495 + 219 / 146900) * 1000$
 $IMT = (711 / 146900) * 1000$
 $IMT = 4.84 \%$
Изменено

7. $MEC = ((I-E) / (I+E)) * 100$
 $(279 / 711) * 100$
 $MEC = 39.2 \%$
Изменено

Последние прочитанные

Weronika Krukowska wk6... 13:45 Изменено

Migration growth 1527 - 1361 = 166 people

Kinga Niemyska kn68525 13:47

2. $V(GM) = 1527 + 1361 = 2888$ people

Введите сообщение

12

13

14

15

16

17

Поиск

ENG 13:48

Social Work in International Contexts

The screenshot shows a Zoom meeting interface. The main window displays a presentation slide titled "10 Characteristics and Skills of Successful Social Workers". The slide content is as follows:

10 Characteristics and Skills of Successful Social Workers

8. **Patience** – the ability to accept delay, suffering, or annoyance without complaining or becoming angry.

The slide includes an image of wooden blocks spelling out the word "PATIENCE".

Below the main window, a navigation bar shows slide thumbnails numbered 26 through 32. The current slide is 31. The Zoom interface also shows a "Заметки отсутствуют" (No notes) message, a list of participants with initials (MM, JJ, WW, AA) and names, and a video feed of a participant in the bottom right corner.

Social Work in International Contexts

Собрание в канале "Общий"

01:14:21

Заметки отсутствуют

types of social work programs

Foreign Assistance

Voluntarily Military Funding
Countries Economic Loan
Contributions Supplies Grant
Security Government Political
Transfers NGOs Spending
Federal Money Assistance
Restrictions International GDP

Gender Equity

Additional Areas of Interest

5 из 30

1. Earn a degree

2. Learn a foreign language

3. Obtain a license

Поиск

ENG 15:43

Social Work in International Contexts

Собрание в канале "General"

01:34:48

Закрывать дос... Макет Личный пр... Контент Чат Участники 14 Поднять руку Реагировать Вид Приложения Еще Камера Микрофон Поделиться Выйти

7. The Heckman model

Supportive organizational context

Enabling structure

Compelling direction

Real team

Expert coaching

Team effectiveness

Заметки отсутствуют

51 из 52

Slide 50

Advantages of the model:

- It is based on a broad and comprehensive view of the effectiveness of the team, considering it both from the inside and the outside.
- It gives leadership a more meaningful way to ensure that only qualified employees do not guarantee successful results.

Disadvantages of the model:

- There is no information on how to achieve or improve each of the seven factors. This is especially true of external factors over which leaders have little control.

Advantages of the model:

- It does not provide direct recommendations on how leaders and teams can achieve all five components.

Disadvantages of the model:

- The different motivation of certain criteria of individual teams or employees is not taken into account.

Model advantages:

- Considers all aspects of the team from individual members to the context in which the work takes place.

Disadvantages of the model:

- The different motivation of certain criteria of individual teams or employees is not taken into account.

Katarzyna ... Klaudia Fili...

Julia Mirosł... Aneta Biał...

MM Monika Szc... Natalia Sie...

JJ Agnieszka ... Julia Wercz...

Julia Patere... Увидеть всех

Поиск

УКР 16:04

Social Work in International Contexts

The screenshot displays a Zoom meeting interface. At the top, the Zoom toolbar is visible with icons for chat, video, audio, and other controls. The main window shows a presentation slide with the title "Effective communication in Social Work" and an image of hands holding a globe. Below the main window, a slide navigation bar shows thumbnails for seven slides. On the right side, a list of participants is visible, including names like Anna Sata, Julia Palen, and others. The text "Заметки отсутствуют" (Notes are missing) is displayed in the top right corner of the meeting area.

Zoom Meeting

1 of 23

Effective communication in Social Work

Заметки отсутствуют

AA Anna Sata... Julia Palen... JJ Julia Palen... Julia Palen... JJ Julia Palen... Julia Palen... MM Maria G... Agnieszka... Zuzanna K... Władysław...

Social Work in International Contexts

Заметки отсутствуют

Personal Barriers relate to the factors that are personal to the sender and receiver and act as a hindrance in the communication process.



The diagram illustrates 'Common Personal Barriers' in communication. It features a central green oval labeled 'Common Personal Barriers' surrounded by four other ovals: 'Selective Attention' (purple), 'Lack of Knowledge' (blue), 'Lack of Vocabulary' (blue), and 'Lack of Listening Skills' (teal). Lines connect the central oval to each of the surrounding ones.

16 из 23

14

15

16

17

18

19

20

AA
Aneta Bala...
Julia Patena...

JJ
Juliana K...
Julia M...
Julia W...
Katarzyna...

MM
Młyna S...
Agnieszka...

Zuzanna K...
Wojciech...

