



Abstracts

Preferred leadership style, leadership and entrepreneurial inclination among university students

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Although many researches have been conducted on leadership styles and university students are participants in exploratory social science research quite frequently, fewer examples can be found on the application of the Full Range Leadership model among the youth. In this article, the authors examine preferred leadership styles among Hungarian students, and map their connections with managerial and entrepreneurial inclination. The online questionnaire used in the research was completed by university students studying economics, technology and social studies in the capital and beyond. The questionnaire was completed by 335 university students. The results are exploratory, and they seem to modify the existing typologies. Four distinct leadership styles could be observed within the target group, embodying the transformative, supportive, defensive, and laissez-faire leadership types. Based on multivariate analysis one may suppose that among students leadership willingness is positively connected to transformative leadership, while entrepreneurial inclination to the transformative and supportive styles.

KEYWORDS: preferred leadership style, leadership aspirations, entrepreneurial inclination, university students

Leadership challenges in virtual environment

ÉVA FARKAS – LEVENTE NAGY

The companies connected to the global value chain inevitably and necessarily apply virtualized solutions in their work organization. As such, the appropriate implementation of the shoring strategies, the increasing competition and the supply-demand imbalance on the local market of the high-skilled workers, all puts the existing organizational and leadership practices to the test. The article aims to highlight the main challenges the virtual team leaders (VTL) are facing and some best practices that might widen the toolset of the modern VTL. The results are based on a case study of a multinational info-communication (ICT) technology service company in which experienced managers and leaders shared their strategies. The main takeaways of the empirical research are (i) the emphasis on the “early-adopter” behavior and the proper usage of the latest technology in the communication, (ii) the importance of the ability of building trust and setting common goals; (iii) despite that everyone is perfectly connected via the internet, the regular personal presence is still the most powerful leadership tool.

KEYWORDS: virtual teams, virtual team management, leadership, global organisation, trust



Functions of global career management

RÉKA SZONDI

Maintaining competitiveness is one of the long-term strategic goals for companies. Beside tangible and intangible assets, the value of human capital is continuously growing, thanks to changes in the labour market. A loyal, highly skilled employee makes a significant contribution to organizational success through competencies, experience and skills. The career management system of multinational companies became more attractive by the possibility of international assignments, which is a very complicated process requiring complex planning. This system is considered global for several reasons: its transnational nature, international experience gained by the employees and, ultimately, as part of a successful process, the employee pursues an individual career on a global scale.

Creating a global career management system thus involves many HR functions. Emphasis should be placed on finding suitable employees, selecting, onboarding, mentoring, on methods and the evaluators in the performance appraisal process, providing feedback regularly and in an appropriate manner, achieving and maintaining motivation, developing competencies and supporting the balance in mental health.

KEYWORDS: *human capital, global career, career management, HR functions, performance, retention, competence*

Obstacles for women in career advancement

IZOLDA TAKÁCS

Today the level of knowledge, qualifications of female are immensely increasing, but despite their skills there are still encounter obstacles in their careers, and women still appear to be underrepresented in top-level leadership positions. Many analysis findings indicated that there is a strong negativ relationship between the impact of the old traditions and women career development.

This paper attempts to identify all the obstacles and gender-related segregation of the labour market such as vertical and horizontal segregations and also raises awareness of that complex problem. Because there is a triple burden on graduate and leading women, work at home, their job and the struggle with the sexist working environment.

KEYWORDS: *women, glass ceiling, labor marke, organization, discrination*

Limits of the relationships in the roma communities living on the margins of society in Budapest

ANDRÁS BALÁZS

In this essay, I aim to summarize the main characteristics of the relationship structure of poor Roma families in Budapest. The generational changes in the relationship structure are illustrated by interviews and a short review of the relevant literature. In my research, I try to find the answer to the question, whetherthe examined segregated streets and apartment blocks – individually or collectively – can be called a community. And also if these segregated areas



have a describable connection limit, if we can describe them in a geographical or social sense, or if these relationships have ethnical boundaries. I recorded my semi-structured interviews in the 8th and 9th district of Budapest in 2017. I interviewed twenty people from ages of sixteen to fifty-five. All parts of the interviews are accompanied by the related analytical and explanatory notes.

KEYWORDS: *poverty, social exclusion, social network, roma*

Representations of induced abortion in the Hungarian online media

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This study focuses on how induced abortion is represented in the Hungarian online media in relation to the reception of the public debate on the new Polish abortion law. The study was aimed at revealing the major themes, the embedding conceptual network and the framing of induced abortion in the online press. Since the press is an essential influencing factor of public opinion due to its broad publicity, research should focus on the characteristics of the discourse in whose space the concerned individuals form their views and make decisions on abortion. A thematic analysis of relevant press releases revealed eight major themes that framed abortion in a specific manner: thematization of induced abortion as a social/demographic issue; legislative issues of; and attitudes towards, abortion; abortion as an act of (physical) self-determination; contents related to the abortion decision; to its causes and consequences; and depiction of women choosing abortion. Furthermore, the analysis revealed the themes most frequently associated with abortion and potentially related themes typically not associated with it.

KEYWORDS: *induced abortion, representations, social discourse, abortion law, abortion attitudes*

Structure and communitas. Subcultural problemsolving knowledge in an alternative high school

BALÁZS SZENTESI

The paper describes the relationship between subcultural and school/institutional interpretations in the inner discourse of an alternative school (the 'Diákház') in Budapest. Interpretations and practices, that belonging to two different interpretive frameworks, appear simultaneously and intertwined in the Diákház communication scene. This contributes to problem-solving capacities/knowledge that individually do not appear in either of the two. In this discourse, the subcultural manifestations of difference, deviance, marginality, resistance or communitas, and the manifestations of knowledge, autonomy, responsibility and the hierarchical structure of the school sometimes appear in opposition, sometimes in reinforcement to each other. The knowledge formed in the discourse can be used by the Diákház to keep (formerly drop-out) students within the institution, and by the students to reduce their own feeling of invalidity. In this way, the Diákház is able to use the two opposite social states, communitas and structure, to its own benefit.

KEYWORDS: *communitas, structure, subculture, school, drop-out students, invalidity*