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**„GAZDASÁGI KANNIBALIZMUS – HÁTRÁNYOS HELYZETŰ CSOPORTOK A MUNKAERŐPIACON ÉS AZ EMBERI ERŐFORRÁS MENEDZSMENT”
(ECONOMICAL CANNIBALISM – DISADVANTAGEOUS GROUPS AT THE LABOUR MARKET AND HUMAN RESOURCE MANAGEMENT)**

Edited by: dr. György Szretykó

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The monograph is based on the material of the conference „Hátrányos helyzetű társadalmi csoportok a munkaerőpiacon” (Disadvantageous social groups on the labour market) organized on 24th September 2011 at Veszprém, Hungary by Hungarian Academy of Sciences - Regional Committee in Veszprém – Committee on Sociology. The book was published in 2012 by Comenius Ltd., Pécs, Hungary. The articles call attention to the economical cannibalism, the position of disadvantageous groups at the labor market of Hungary and European Union (EU).

In the introduction the editor, dr György Szretykó, based on David C. Korten’s approach, emphasizes the causes of the crisis of global capitalism and problems in the European Union. The concept of human economy is described, too. The editor states that the transformation to this new economy is not possible without the transformation of global property and income systems and the development of new mechanisms of regulation and control.

This book consists of more than 530 pages and is divided into three parts. The first five articles deal with the problems of economic cannibalism, social disparities and social disadvantages. The four articles in the second part are devoted to the characteristics of disadvantageous groups and their position on the labor market. The last nine articles placed in third part of the book describe the labor market opportunities of disadvantageous groups and the tasks of human resource management and counseling in the employment of workers with disabilities.

In the first part Ferenc Somogyi presents his ideas about economic cycles, their nature, classification and impact on human resources. The author describes medium-term cycles, such as Kondratyev’s cycle and human capital cycle. Besides, he presents different scenarios describing the changes at the beginning of 21.st century.

Csaba Vass in his study deals with the problem of transition, micro- globalization and employment in Hungary between 1990 and 2011. The study begins with the presentation of the antecedents of modern employment strategies, where he calls attention to the fact that in

one country there are more ways of coexistences; the employment strategy is defined by more sources of power. The author draws parallels between two models of globalization: macro - globalization and micro - globalization and their impact on employment and human resource management. The macro - globalization means the dominance of the huge, global multinational organizations, while for micro - globalization the small and medium-sized enterprises are characteristic. The different models of globalization influence the required skills of employees, the employment strategy and even the demographic trends of a society.

Dániel Kári and Gyula Lakatos write about economic growth and the society's euthanasia. They describe Keynes' ideas about market economy, as well as Giddens' thoughts about the responsibility of poverty. The authors share their opinion about the demoralization and bureaucratization of educational institutions. A special attention is drawn to human resources in the world of work and its market value. The last part of the study is devoted to a presentation of a case study on the economical cannibalism at the health sector. Kári and Lakatos highlight the actual problems of medical system in Hungary, such as the emigration of physicians and financial and organizational problems.

Balázs Varga calls attention to different conceptions of poverty and different approaches to exclusion. In his paper the author underlines the difficulties of the definition and measurement of poverty and exclusion. Exclusion is a more complex phenomenon as it means not only the material situation, but the narrower possibilities of individuals, concerning rights, actions, sources etc. Varga emphasizes the importance of fighting against social inequity and injustice.

Magdolna Levelecki describes the impact of economical crises on different regions of Hungary and the effect of employee-commuting from undeveloped regions to the companies of more developed regions. She based her study on the employment data of Fejér County. Levelecki states that the growth of untypical employment arrangements is the result of economical crisis. The author stresses that in Hungary the number of commuters nowadays is about 1 million, so almost every 10.th inhabitants and every third employer is traveling for the workplace. The closing down of plants, companies and institutions in the rural region makes the territorial differences between undeveloped rural and developed urban regions more expressed.

In the second part of the monograph Zoltánné, Ács Imre and György Szretykó give the diagnosis of the position of mentally handicapped people at the labor market of European Union and Hungary. The authors present the definition and classification of mentally handicapped people and the usual negative stereotypes and legal regulations hindering their

employment. The second part of the paper introduces the results of questionnaire-based research about the employment of mentally handicapped people in the civil sector of Székesfehérvár, Hungary. The conclusions of the research are that handicapped people would like to work but they need professional help in the process of employment.

Nikolett Szabó and György Szretykó describe the labor market possibilities of employees with disabilities in Ajka, Hungary. After presenting the characteristics of labor market position of employees with disabilities in Hungary, their employment counseling, training and types of employment and Hungarian statistical data concerning the above topics the authors call attention to the results of a field research carried out in Ajka. The results of the research confirm that the employment of invalids is very challenging task. Besides their health status, often their low educational level and passive attitudes make them difficult to find an appropriate job. The authors stress that there is a need for their professional counseling and for social measures to change the employers' attitudes, as well.

Miklós Kenderfi in his article deals with the problem of career maturity of disadvantaged young people. He describes the concept of career maturity and the use of Career Maturity Inventory, as a measurement to determine it.

Károly Szerencsi analyses the position of marginalized social groups in the labor market of Békés County. The author presents the causes of unemployment and antecedents of the crisis of European social and employment model. The paper presents the results of a field research, too. The results show that in Békés County the proportion of marginalized social groups is high, and the possibility for their labour market integration is slim.

In the third part of the book Piroska Györi and Krisztina Kisfalvi Rózsa call attention to the furtherance of rehabilitation and employment of employees with disabilities. In their article the authors describe the phenomenon of complex rehabilitation and its practical realization in Hungary.

Andrea J. Klér writes about the psychological questions of labor market integration of employees with disabilities, their carrier plans and possibilities. The author presents Scheins's carrier anchor model and its application for employees with disabilities. Klér states that human resource counseling can be an effective alternative for labor market integration of employees with disabilities.

Éva Molnár and Adél Vehrer present the special way of the development of work motivation among disadvantaged people. The author presents data about work motivation of Roma people, the successful model of Roma integration of Uszka village, Hungary, and the lessons of missionary work among offenders.

Andrea Homoki introduces the pedagogical vocational trainings concerning the education of disadvantaged children in Hungary and in the European Union. The empirical research has mapped the supply characteristics of the accredited Hungarian in-service training system, and compared it with real teacher needs and demands. The author claims that both on the demand and supply sides the training content aimed at developing teachers' skills and competences and at background knowledge promoting the education and treatment of children with a wider interpretation of special needs which area is rather loosely attached to subject teaching is underrepresented.

József Albert and Bánk Bálint write about burnout and teachers' training preventing burnout. The authors present the causes and symptoms of stress and burnout generally, and typical causes concerning the job, work tasks and roles of teachers. They present techniques for primary, secondary and tertiary prevention, too.

Eszter Barakonyi presents the old age policy and the rights of older people in the European Union. They present the impact of Lisbon Strategy and other European legal acts on the rights and position of old people in the EU.

Béla Krisztián deals with the problem of how companies welcome and orient their new employees with disadvantages. The author stresses that the company and its HR managers have to be well prepared and trained for the employment of employees with disadvantages.

Kornélia Nagy presents the employment of workers with disadvantages at Rába-Jármű Ltd. She presents the statistical data, the legal regulation and the equal-opportunities programs and measures at Rába-Jármű Ltd. The author emphasize that the employment of workers with disabilities will have positive effect not only on the organizational culture but on profit, too.

The last paper written by Attila Pongrácz deals with the possibilities of integrated HR counseling in improving the labor market opportunities of disadvantaged social groups. The author focuses on the employment of women and young people and suggests counselling and coaching techniques to assist that process.

As the monograph present important theoretical analyses and empirical researches on the labor market position of disadvantaged social groups on the labor market of Hungary and European Union, it may be a valuable source of primer data, analyses and suggested solutions not only for Hungarian experts, students and decision makers from the field of demography, sociology, human resources, regional studies and social policy but for all interested in the human aspects of modern societies. This is why I recommend this

monograph to the readers of the Deturope-Central European Journal of Regional Development and Tourism.