

NOVI SAD SCHOOL OF BUSINESS
Republic of Serbia

BOOK OF ABSTRACTS

International Scientific and Expert Conference
Economic Development and Competitiveness of European Countries:
Achievements – Challenges – Opportunities

Editors
Jelena Damnjanović
Nataša Pavlović
Biljana Stankov

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Jelena Damnjanović
Nataša Pavlović
Biljana Stankov

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INTERNATIONAL SCIENTIFIC AND EXPERT CONFERENCE
*Economic development and competitiveness of European countries:
Achievements-Challenges-Opportunities*

**EMPLOYMENT AND EDUCATION: STATE AND
PERSPECTIVES OF WORK**

Marijana Maksimović, PhD

Institute of Social Sciences, Belgrade, Republic of Serbia

Nada Novaković, PhD

Institute of Social Sciences, Belgrade, Republic of Serbia

RESEARCH PROBLEM

The paper deals with the study of the link between (un)employment and education. Particular attention is paid to employment and employment growth opportunities. This indicates the resistance that occurs in the resolution of the status of unemployment. However, this leads to the issue of the functioning of certain institutions, the issue of inculcation, and the issues of exercising workers' rights.

OBJECTIVES

This paper examines employment issues by age groups of working age population. There are also young people looking for work, which are a special problem in the 21st century. For these reasons, the first goal of the research is to emphasize the importance, but also the advantages of engaging in the work of all age groups, in order to be able to exercise all rights from work. The second goal is to highlight the importance of employee health and outline the reasons why this is important nowadays.

HYPOTHESIS

The main hypothesis from which the authors start is that employment is much more difficult and complex today than it was at the end of the nineteenth century of the 20th century. This indicates the major changes that have taken place, the problems that have arisen, but also the opportunities that have been created in the meantime. Flexibility of work itself has brought many uncertainties and changes. The question arises as to whether flexibility is conditioned by globalization or deindustrialization? In addition, the development of information technology has also led to many modifications during work, and for this there are numerous research.

mmaksimovic@idn.org.rs

METHODOLOGY

The paper uses an economic and sociological approach with a focus on the most important institutions and mechanisms in charge of employment and education. The authors emphasize the two levels on which employment is observed. The first is the macroeconomic level that speaks about the number of employees in one country as well as the total number of the unemployed. The second level is microeconomic which includes the field of human resources management and includes specific employment issues at the enterprise level. The study uses a descriptive, analytical and comparative method to compare data from different levels of observation and adequately present it. The sources used in this paper are theoretical, analytical, statistical, and case studies.

RESULTS

The obtained results indicate the need to monitor changes that occur in the area of (labor market), education and employment. These issues can be additionally complicated by the process of integration into the European Union (EU). For these reasons, quality and efficient integration should lead to positive changes in our Serbian society. The opening of Serbia towards the EU and the rest of the world, such as the United States, China and Russia, is necessary, but requires a lot of research to fully engage in global processes.

IMPLICATIONS AND CONTRIBUTIONS

The research in this paper led the authors to a few conclusions. They point to the necessity of Serbia's inclusion in the global division of labor, pointing to the need to monitor changes in the field of labor and employment, but also education. In doing so, gaining insight into the changes caused by the development of information technologies and the flexibility of work have become the primary goal of the time in which we live. With the development of globalization, there have been changes in the field of human resources and the manner of their utilization.

KEY RECOMMENDATIONS

After detailed analysis and research in this paper, the following issues have been crystallized as key recommendations: it is necessary to monitor changes in the field of employment and education, it is necessary to face the challenges of integration in the EU, it is necessary to point to the current situation and possible prospective and solve structural unemployment issues, if any. In particular, it is necessary to emphasize the importance of work and the attempt

to reduce unemployment in order to improve the health care of employees. Then, raising people's standard of living, the necessity of education and training throughout the lifetime, highlighting cultural values, but also pointing out how important it is to the quality of everyday life.

KEY WORDS

Employment, education, work, flexibility, human resources management

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