



**SZENT ISTVÁN
UNIVERSITY**
GÖDÖLLŐ



UNIVERSITY OF PÉCS
Faculty of Business and Economics

Cranet Meeting - Hungary in Cooperation with Szent István University and University of Pécs

18. November 2020.

Budapest – Gödöllő – Pécs (Hungary)



Program

-
- 16:00-16:10: **Opening Speeches**
 - Dr. József Popp, dean of Faculty of Economics and Social Sciences, University of Gödöllő (SZIU-FE&SS)
 - Dr. Miklós Kenderfi, director of Human Management Institute, (SZIU)
 - Dr. Krisztián Szűcs, vice-dean of Faculty of Business and Economics, University of Pécs (UP-FBE)
 - Dr. Ákos Jarjabka, head of Institute of Leadership & Organizational Sciences, University of Pécs (UP-FBE)
 - 16:10-16:15: **Hungary in Cranet - Cranet in Hungary (2003-2020)**
 - UP: Dr. Zsuzsa Karoliny, honorary professor
 - SZIU: Dr. József Poór, professor emeritus
 - 16:15-16:30: **Insights into the Results of COVID-19 HR Research in Hungary**
 - SZIU: Katalin Szabó, assistant professor and Ildikó Éva Kovács, assistant professor
 - UP: Gábor Balogh, assistant professor
 - 16:30-19:00: **Cranet Meeting**
 - Cranet coordinators: Elaine Farndale (Penn State University-US) and Emma Parry (Cranfield University-UK)
 - Cranet participants
 - 18:50-19:00: **Closing**

About Szent István University and Faculty of Economics and Social Sciences (FE&SS)

by Prof. József Popp, Dean of FE&SS



- The history of today's university faculties dates back to 1787 with the founding of the veterinary faculty
- Today's university has
 - six faculties (Agriculture, Economics & Social Sciences, Food, Horticulture, Landscape Architecture and Mechanical Sciences)
 - five campuses
 - 15.000 students
- Our FE&SS faculty provides education in all three levels (BSc, MSc, PhD and other postgraduate courses) in Hungarian and in English language as well
- Our faculty has three institutes
- Total number of our students reaches 3.000 people



About Human Management Institute

by Dr. Miklós Kenderfi, Institute Director

- The institute has a history of nearly three decades
- It has four departments: Career Counselling, Pedagogy, Human Resources and Leadership & Management
- Our professors and instructors teach on BsC, Msc and PhD levels as well
- Our institute has been Cranet-member since 2011



About University of Pécs and Faculty of Business and Economics

by Dr. Krisztián Szűcs, Vice Dean



- The first university of Hungary was established in Pécs by Louis I of Hungary in 1367
- More than 20,000 students presently attend the University of Pécs
- Since its foundation in 1970 the Faculty of Business and Economics of the University of Pécs has become a significant actor in the Hungarian business education.

About the Institute of Leadership and Organizational Sciences

FBE – UP by Dr. Ákos Jarjabka, Head of Institute

<https://ktk.pte.hu/en/faculty/departments/department-of-leadership-and-organizational-sciences>



Cranet meeting in Budapest on 18 November, 2020



Hungary in Cranet - Cranet in Hungary

18. November, 2020

Budapest-Gödöllő-Pécs (Hungary)

Hungary in Cranet

by Prof. Dr. József Poór (I)



- **University of Pécs** joined Cranet in 2003
- **Szent István University** became a Cranet-member in 2011
- **Representatives of HU in Cranet** from 2003:

Prof. Dr. József Poór (UP, later SZIU), Dr. Zsuzsa Karoliny (UP)

Cranet team-members in Hungary:

from 2014 -

- Dr. Gábor Balogh (UP)
- Dr. Ildikó Éva Kovács (SZIU)

from 2018 -

- Dr. Ákos Jarjabka (UP)

from 2020 -

- Dr. Katalin Szabó (SZIU)

- **Number of responding organisations**

2004-2005				2008-2010				2014-2016			
Glob	Non-CEE	CEE	HU	Glob	Non-CCE	CCE	HU	Glob	Non-CCE	CCE	HU
7809	6983	826	59	6415	5212	1203	139	6800	5065	1735	273

- **Publications** about Cranet researches by Hungarian Cranet representatives and team members
 - Books (5 in Hungarian) and (3 book chapters in English)
 - Articles in English (JEEMS, Employee Relations, Int. Journal of HRM, Acta Polytechnica, etc.)
 - Many articles in Hungarian

Hungary in Cranet

by Prof. Dr. József Poór (2)



- **Impacts of Cranet on other region-wide empirical research, carried out with Hungarian coordination**
 - *Flexible employment* four CEE countries (HU, SK, CR and SBR) in 2009-2010
 - *HRM at foreign-owned local subsidiaries* in 10 CEE countries (four surveys 2008-2019)
 - *Ethical absolutism and relativism* in 8 CEE countries in Finland and in China (two surveys , 2012-2017)
 - *Labor shortages and robotization* in 7 CEE countries and in Austria (2019)
 - *Impact of COVID-19 on HR* in HU, RO, SK and in A (2020-2021)



Cranet in Hungary

by Dr. Zsuzsa Karoliny Hon. Prof.



- **Two Conferences in Pécs with Cranet-members participations:**
 1. “New Trends and Tendencies in Human Resource Management – **East meets West**” Pécs, Hungary, 13-14. June, **2008**
 2. **Via Futuri 2014** International Conference: Sustainability – Competitiveness – Regional development Theoretical research, empirical implementations, Pécs, Hungary 27-28. November, 2014



Cranet in Hungary

by Dr. Zsuzsa Karoliny Hon. Prof.



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 2. **Via Futuri 2014** International Conference: Sustainability – Competitiveness – Regional development Theoretical research, empirical implementations, Pécs, Hungary 27-28. November, 2014
- **First Cranet Meeting in Hungary, Pécs 28. November, 2014**



Cranet meeting in Budapest on 18 November, 2020



Insights into the Results of Covid-19 HR Research in Hungary

by Katalin Szabó PhD, Gábor Balogh PhD, and Ildikó Éva Kovács PhD

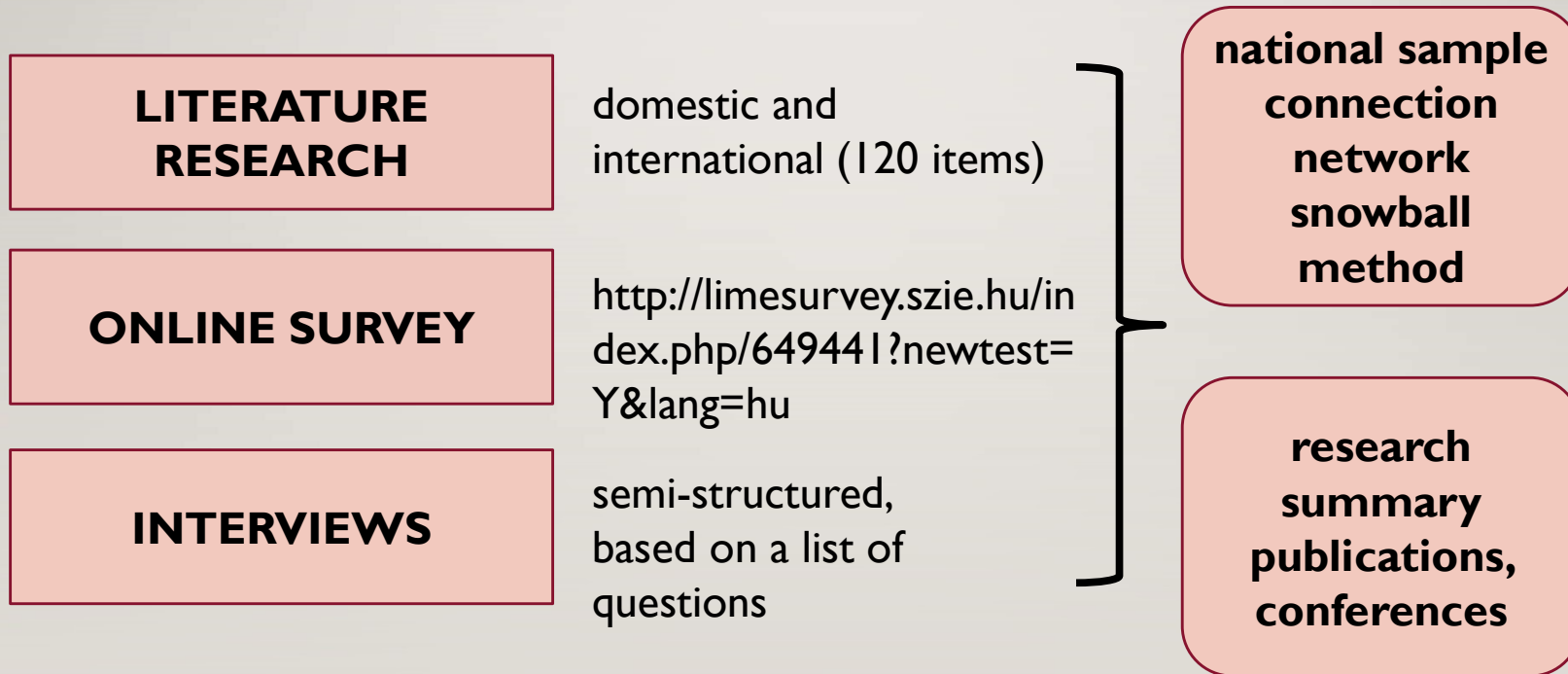
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Research Aims and Participants

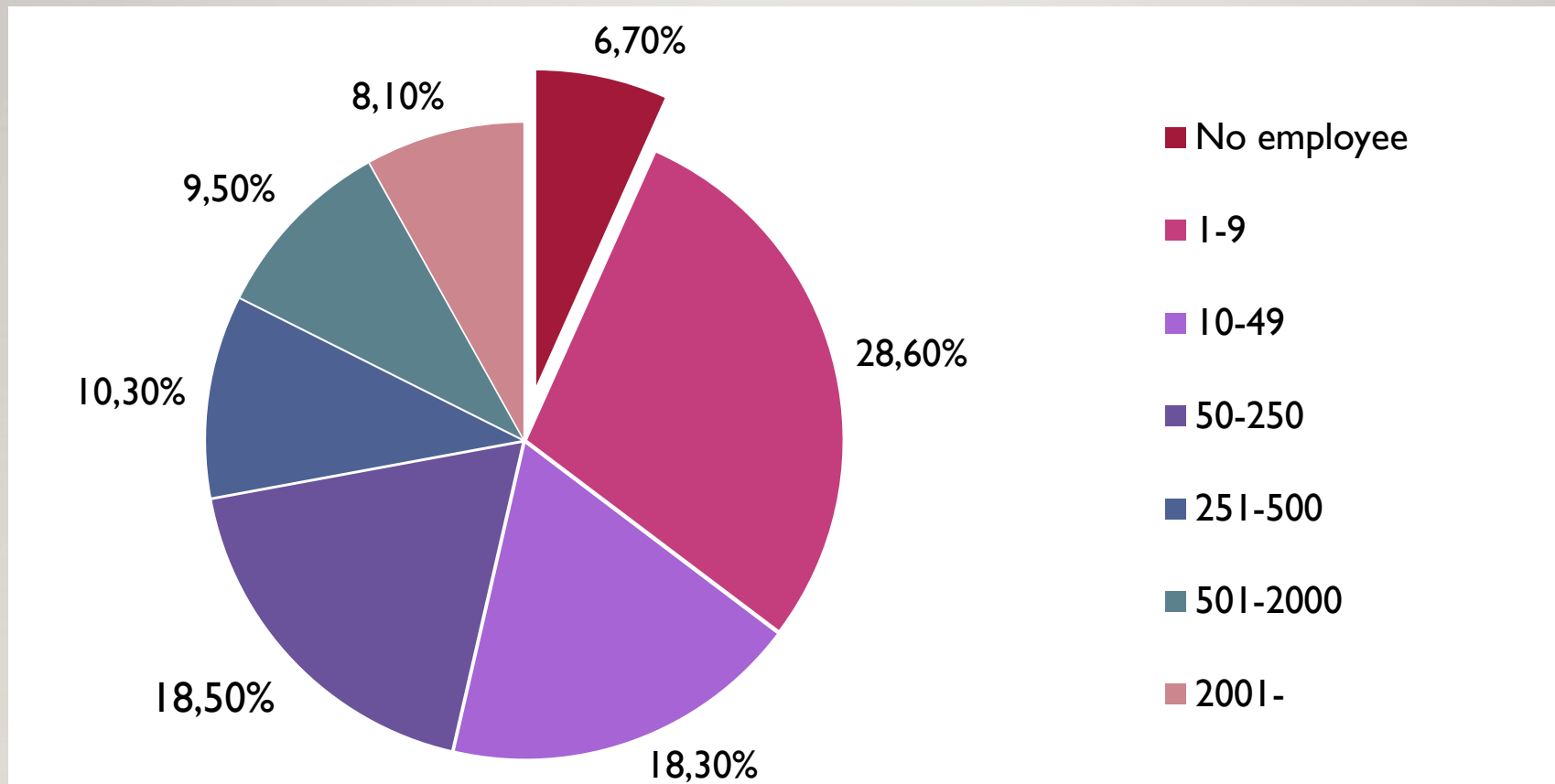
- Hungary - Covid-19 - HR challenges
- **EXPLORE** the changes of human resource management practice
- **ESTABLISH** further development of HR knowledge
- **CONTRIBUTE** to increase the publication level of participating researchers
- **SUPPORT** HR profession to handle Covid-19 situation
- 3 NGOs: HSZOSZ, OHE and MHTT
- 14 universities: BGE, DE, ELTE, KE, ME, METU, NKE, PE, PTE, SE, SZE, SZIE, SZTE, UJS (Slovakia)
- Professional sponsors:
 - 7 regional chambers: BOKIK, BKIK, CsMKIK, HBMKIK, JNSzKIK, PBKIK and SKIK
 - 1 local government: Miskolc
 - 1 vocational training center: Miskolc and Frissdiplomás Kft. and the Leader research program

Research Model



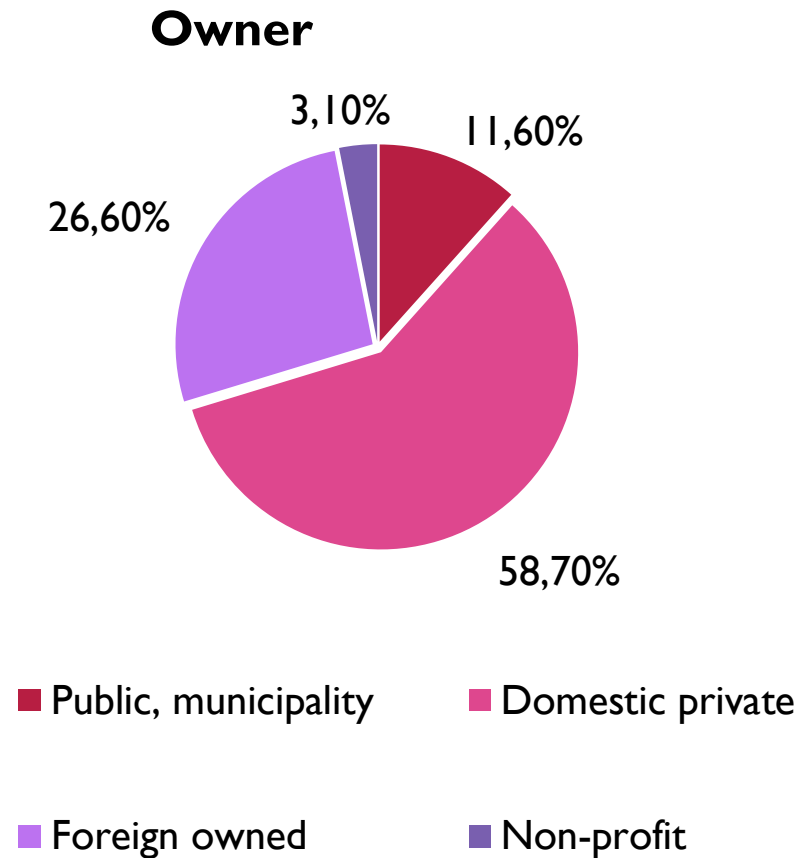
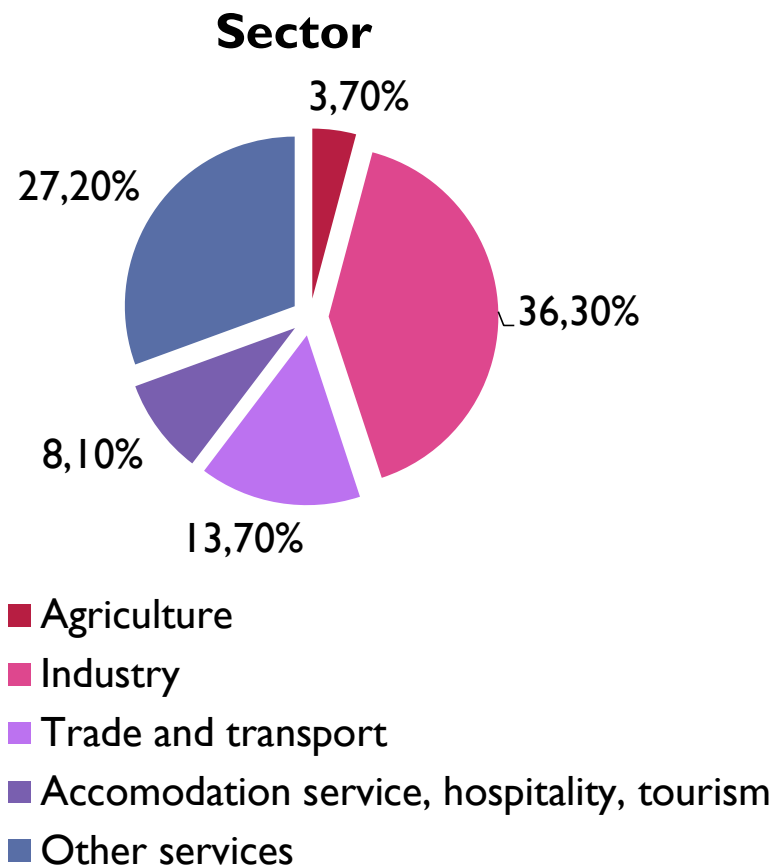
Research Project

Characteristics of the sample – Company size (headcount)(n=508)



Research Project

Characteristics of the sample – sector/owner



Typical crisis management measures in HRM

Size of the organization and the owner

The most typical measures (means of the whole sample)

1. Order/allow work from home – Home Office (3,04)
2. New health and safety measures (2,87)
3. Helping workers with social problems (2,29)
4. Recruitment freeze (2,25)
5. Revision of succession and replacement plans (2,07)
6. Reducing pandemic risk through training (1,76)
7. There is nothing to do (1,74)

Scale: 1 = Not at all / 4 = To a very great extent

1-5: are more common in larger firms than in SMEs

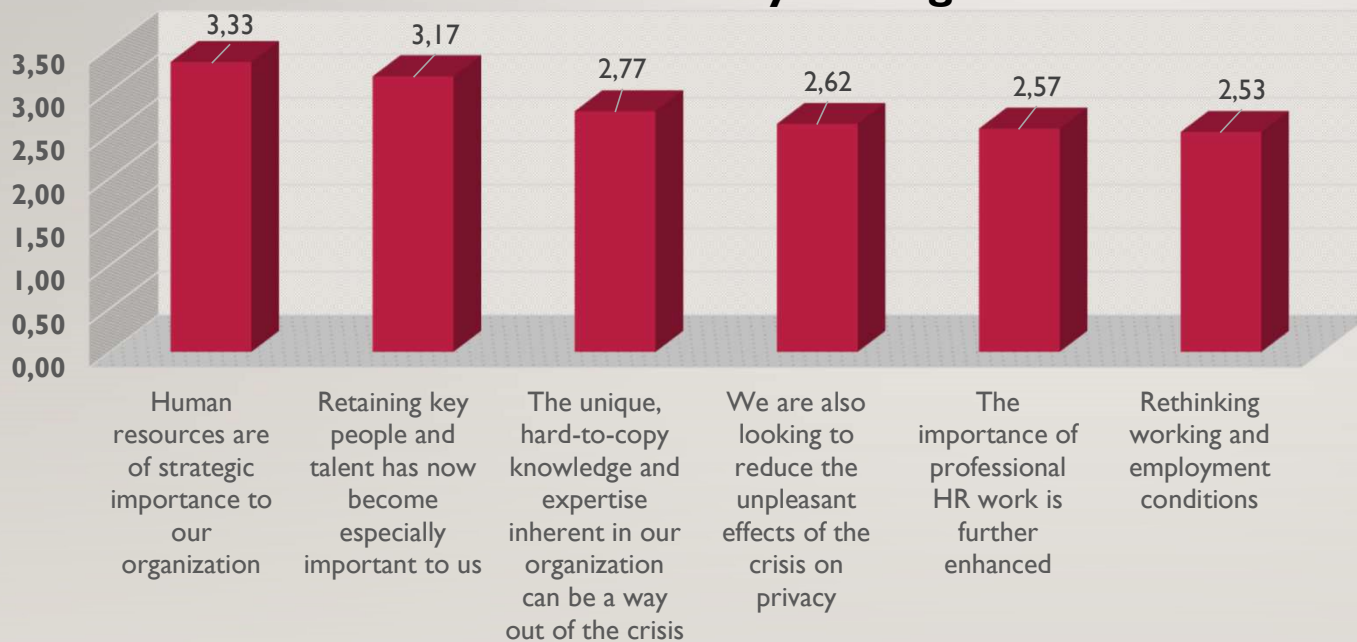
1-5 and 6: more typical for foreign and mixed-owned companies than for domestic private companies.

7: more common in domestic private companies

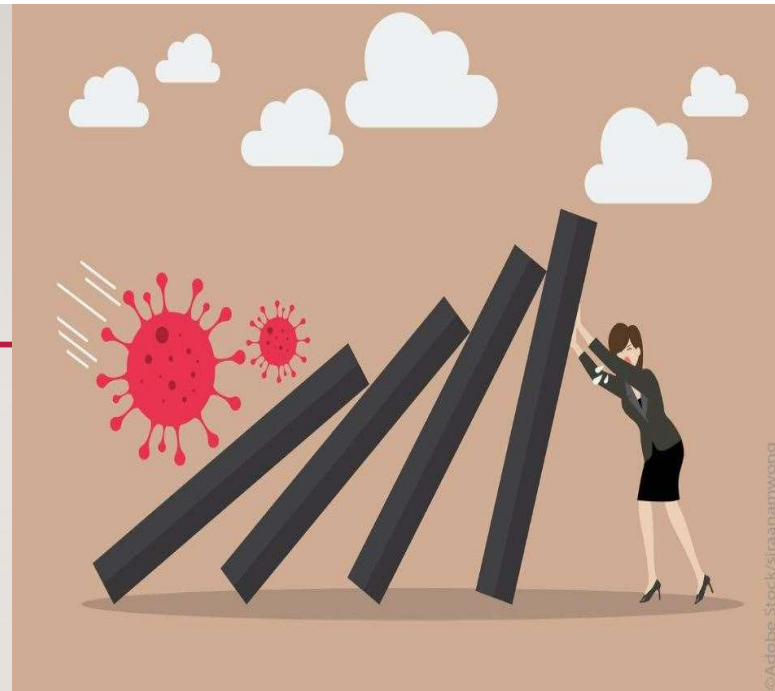
Significant correlation in the above cases (p<0.05, Chi-Square, ANOVA, Welch)

Impacts of Covid-19: HR challenges related to the pandemic

How valid is it for your organization?



Scale: 1 = Not at all / 4 = To a very great extent



Changes in the amount of HR tasks



Impacts of Covid-19:

Potential development opportunities for HR



	HR functions/tasks	%
1.	Internal communication	56.3
2.	Atypical Employment / Home Office	53.6
3.	Occupational health and safety	35.7
4.	Workforce planning, Succession plan	31.6
5.	Job Analysis and Planning	30.8
6.	Retention Management	28.0
7.	Performance Management	24.7
8.	Compensation and Remuneration Management	23.6
9.	Social, Mental, family support development	23.6
10.	Recruitment, selection, integration systems	20.3

Future of COVID-19 Project

by József Poór

1st Phase:
June 12 and July 31, 2020

- ✓ Preparation of First Research Report

The main focus:
HR reflections to the first wave of pandemic (n=508)

2nd Phase:

August 1 and November 15

- ✓ Preparation of Second Comparative Research Report

The main focus:
HR reflections in the second wave and comparison of the impacts and developments of the two research phases (n=1500)

3rd Phase: November 16, 2020 and February 28, 2021

- ✓ Preparation of Third Comparative Research Report

The main focus is on international comparison

(Austria, Bosnia-Herzegovina, Hungary, Romania, Slovakia etc.)



Cranet Meeting

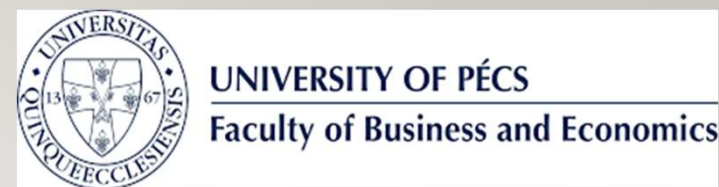
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Cranet meeting Agenda

- **CRANET MEETING: WELCOMES AND INTRODUCTIONS** (Elaine Farndale)
- **CRANET ADMINISTRATION** (Elaine Farndale and Emma Parry)
 - Update on the transfer of administrative hub from Cranfield to Penn State
- **CURRENT SURVEY ROUND**
 - Update from partners on progress with the questionnaire and back translations
 - Discuss next steps: sharing online tools and the timing of the survey
 - Discuss how to improve response rates
- **FUTURE SURVEY ROUND**
 - Plan how we will work on the future questionnaire
- **FUTURE NETWORK MEETINGS/CONFERENCES**
 - June 2021 – Gothenburg, Sweden
 - November 2021 ???



Closing

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Thank you for your attention!

Contact:

Dr. József Poór, DSc., CMC

E-mail: poorj@ujs.sk and poorjf@t-online.hu

**Katalin Szabó, Ildikó Éva Kovács,
Ákos Jarjabka, Zsuzsa Karoliny, Gábor Balogh**