

## Dear Readers,

This issue of *Argumenta Oeconomica Cracoviensia* confirms the broad range of subjects tackled in the journal, in which we publish articles from the fields of economics, management science, and finance, as well as interdisciplinary works that encompass economics, psychology, sociology, law, and cultural theory. This broad profile creates publication opportunities for many authors working in these areas, which is reflected in the articles sent into the editorial board. Although texts on a variety of subjects may be published under this open formula, we sometimes lend a particular profile to a specific issue of the journal, giving it the character of a monograph. This is because the main field of analysis – economics – is enriched by theory from other disciplines. Nonetheless, economics remains the journal's primary focus.

In the present issue, human capital is the main category under consideration. Naturally, human capital is also of interest to disciplines other than economics, and this is confirmed by articles contained herein. Although the focus is clearly on human capital, the latter is analysed not only from the perspective of economics but also from the perspective of psychology, sociology, ethics, and culture.

The first article is by Bui K. Petersen, who rightly argues that the majority of research on compensation practices has occurred within the disciplines of economics and finance, usually within the context of agency theory. However, the role of compensation within human resource management and industrial-organisational psychology is an under-researched area. The virtue of this article is that it examines the relationship between compensation practices and wage justice criteria. The search for such a relationship implies theories of organisational justice, distributive justice, and procedural and interactional justice. Therefore, aside from narrow economic criteria, this novel approach to compensation within organisations and companies takes into account justice criteria derived from the culture of the organisation. Its central element is the participation (partnership) of employees in compensation decisions within companies. One may assume that such an

approach to human capital provides an opportunity to increase company capital in the broad sense.

The next article, by Dennis R. Briscoe, looks at the interesting issue of managing human capital assigned from emerging markets to developed countries. To date, most research has focused on expatriates working for multinational enterprises headquartered in developed countries. In this article, however, the author reviews the subject literature as well as surveys undertaken by consulting firms on the subject of expatriate managers assigned to subsidiaries in emerging markets. The author compares the extent to which experience gained in parent companies operating in developed countries is used by expatriates who return to work in subsidiaries.

The article by Asli Goksoy discusses human resource management during pre-mergers and acquisitions. The author looks at employee readiness for major changes in working conditions. The advantage of Goksoy's theoretical analysis is that it is verified on the example of selected companies operating in Turkey. The research revealed that employees perceived the changes positively both in terms of career development and in terms of the growth of the company. The results show that mergers and acquisitions do not represent a risk for human capital; on the contrary, they create an opportunity for it to develop. Understandably, these findings cannot be used as a basis for generalisations.

In recent decades, the issue of the professional status of employees in the vertical and horizontal structure of an organisation has been the subject of intensive research. This is understandable given that the problem of discrimination in the workplace has several negative consequences, and reducing the incidence of discrimination as regards positions held or levels of pay is not easy. These issues are discussed in the article by Agnieszka Kacprzak, who presents the results of research conducted in Poland. The findings suggest that the sources of discrimination lie in cultural values and social norms, which decision-makers who employ workers in given positions and on given terms have internalised in the early stages of the socialisation process.

The need for research on human capital management not only in business but also in the public sector is addressed by Joanna A. Jończyk, who presents the results of original research conducted among physicians employed in public hospitals. The aim of the research was to examine the openness of physicians to innovation in hospital management. What is important about this study is that it analyses a particular type of human capital that doctors represent due to the nature of their work. The subject of the research,

the results of which are presented in the article, concerns strategic thinking, the perceived importance of organisational culture in hospitals, the creation of incentive mechanisms (instruments), the role of trust when performing medical procedures, etc. Due to the fairly widespread view about the low quality of management in public hospitals in Poland, the findings presented in this article may be of interest.

I would like to draw attention to the fact that, starting with the previous issue of the journal, we have begun to publish academic reports about international conferences and symposia. One such report is contained in the present issue, with more to follow.

Whilst commending the present issue to our readers, I also invite you to submit original texts to the journal, inform us about important academic events, and send us reviews of outstanding books.

*Prof. Stanisław Owsiak*  
Editor-in-chief