

*Dear Readers,*

The current issue of *Zeszyty Naukowe Uniwersytetu Ekonomicznego w Krakowie / Cracow Review of Economics and Management*, our fourth, contains eight articles covering a wide range of topics in the social sciences, including research into issues in economics and finance, entrepreneurship, and management.

The COVID-19 pandemic is the backdrop of the two articles that kick off the issue. In the first, Bartłomiej Lisicki presents the impact of the COVID-19 pandemic on capital markets, with Poland's in focus. The analysis investigates the influence that the interval effect of beta coefficient ( $\beta$ ) exerts on the shares of companies listed on the Warsaw Stock Exchange. The research he did on a sample of these companies lead the author to uncover differences in the values of  $\beta$  coefficients estimated for the time horizons of returns during the COVID-19 pandemic period. The author also established that the  $\beta$  interval effect was stronger for companies with a lower level of capitalisation, which confirms the results of similar research conducted on foreign capital markets. The author concludes that the COVID-19 pandemic did not disrupt the occurrence of the  $\beta$  coefficient interval effect, but it did affect some of its characteristics. The article contributes to expanding knowledge on the use of the  $\beta$  coefficient to measure the systematic risk of company shares at times of heightened volatility.

In the second article, Małgorzata Markowska and Danuta Strahl report on their use of a trend model, an autoregression model, and dynamic indicators to forecast employment changes in the first year of the COVID-19 pandemic. Their research was conducted for employment in a cross-section of Poland's provinces for five groups of economic activity sections, and it allowed them to identify different labour market reactions to the COVID-19 pandemic. The authors emphasise that not all significant changes in employment rates trended downward. For example, in half of the provinces, significant changes in the dynamics of the overall employment rate resulted from changes in the employment rate for both women and men. In others, these changes were distributed differently for men and women.

In his article, Marcin Suder discusses how organisations that achieve high results configure elements of entrepreneurial orientation. The author carried out his research on a sample of micro, small, and medium-sized enterprises, which featured different configurations of entrepreneurial orientation dimensions, each of which

ultimately lead to improved performance. For micro-enterprises, risk combined with proactivity was the key configuration; for small firms, a readiness to take risks with proactivity and proactivity with innovation helped them perform better. Medium-sized enterprises, meanwhile, combined proactivity and innovation to improve performance. The research results shed light on the impact of entrepreneurial orientation and company performance in the small and medium-sized enterprises sector.

In the next article, Małgorzata Z. Wiśniewska, Tomasz Grybek, and Małgorzata Szymańska-Brałkowska present the results of an analysis of types and effects of environmental influences (EFMEA) using the example of an enterprise in the seafood industry. Based on their case study, the authors conclude that the greatest risk to the environment is posed by servicing refrigeration equipment, transfer operations, maintaining social infrastructure, and storing cargo. The article contributes to the expanding knowledge base on possible applications of the EFMEA method in food companies.

Joanna Wierzowiecka looks at managing psychosocial risks and promoting employee well-being in the Occupational Health and Safety system (OHS), in accordance with ISO standards. Based on her analysis of these standards and a review of the literature, the author concludes that the greatest difficulties in applying the ISO 45003:2021 guidelines result from a lack of competence in identifying psychosocial hazards and assessing risks. She also provides examples of psychosocial hazards and proposes measures for managing psychosocial risks and improving employee well-being. She advocates for the inclusion of psychosocial aspects in training programmes for all employees and internal auditors.

In their article, Katarzyna Piórkowska, Janusz Marek Lichtarski, Edyta Mazurek, and Anna Witek-Crabb present a tool for profiling strategists, taking into account the multidimensional character of the strategic thinking construct. Combining several methods, their research approach allows them to show the differences in strategic thinking and to identify standard types of thinking. The authors present a multidimensional construct of strategic thinking and propose a measurement scale for creating profiles of strategic thinkers and then creating their typologies. The considerations and findings the group present help expand our knowledge on strategic management.

In the next article, Agata Bera sets out to define the directions of research on the psychological contract in the public sector. Conducting a systematic review of the literature, the author examines the current state of knowledge, emphasising that previous research has focused mainly on the relationships between organisational commitment and organisational identification, the dichotomous nature of the psychological contract, and the psychological contract as a multifocal construct.

Areas for further research include the impact of the psychological contract on the five main personality traits and organisational identification.

This issue concludes with an article by Iwona Ostrowska and Michał H. Chruszczewski, who parse the theory and employ well-known measurement tools to ultimately present an original proposal for a questionnaire that can measure learning agility (LA). Drawing on their empirical research on a sample of 221 employees from companies operating in Poland, the authors confirm the reliability and adequacy of the questionnaire's factorial structure. The study shows that management staff demonstrated superior thinking agility. It also found that multitasking was negatively correlated with learning agility, while education was positively correlated with most of the components of agility.

In conclusion, I encourage you to familiarise yourself with the articles included in this issue of the *Cracow Review of Economics and Management*. The timeliness and range of the topics covered give me every reason to hope that they will command readers' interest and prove useful in research work and the work of teaching.

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*Editor-in-chief*