

EDITORIAL

Papers in this monothematic issue are focused on management and development of human capital in different contexts of regional development. The main aim of the issue is to describe different point of view in theory and practice of regional development. Papers are based on the results of three internal grant projects from The College of Regional Development - Opinions of graduates and students to apply the acquired knowledge and competence in praxis, IGA_Z9_02_2015, Employment opportunities in regions, IGA_Z8_02_2015, Intercultural Management - the phenomenon of the early 21st century IGA_Z4_01_2016 and the cooperation with universities in Poland – Czestochowa University of Technology, Russia Moscow Polytechnic University and University of Technology, Korolev and from Czech Republic – University of Economics, Prague, Masaryk Institute of Advanced Studies, Czech Technical University in Prague, The Institute of Technology and Business in České Budějovice. All papers were presented at 1st International conference Human Resources in Regional Development that was held on September 7, 2016 realised at The College of Regional Development, Prague.

The themes are human resources in regional development, in organisations and enterprises with relationship to regional labour market, approaches of management to human capital, diversity management, changes in educational structure of employees in regions, in relation to technology changes in fourth industrial revolution and creativity management. The regional aspect is becoming from Central Europe as Czech Republic, Slovak Republic, Poland, and Eastern Europe as Russia.

Mikhail Abraskin and Martin Šikýr describe “Crises in personnel management in High-tech enterprises”. For high-tech enterprises the personnel management strategy should be adapted to the unstable economic growth, the turbulence of the environment, instability of the conjuncture. Therefore, the main tools of optimization of staff should act soft measures to reduce personnel in the crisis.

Anna E. Gorokhova, Ivan A. Chikharev, Vladimir D. Sekerin, Elena S. Samoylova describe in “Problems and prospects of innovative business development in Russia” a transfer of innovations in the Russian economy and approximations to foreign level, especially a transfer of innovations; to create branch infrastructure of innovative process; to increase the level of public financing of research works and the social status of scientists-researchers.

Vladimir D. Sekerin, Ivan A. Chikharev, Anna E. Gorokhova in “Influence of the innovative environment on efficiency of the russian industrial enterprises” focus on effective realization of innovative production what is possible only as a result of activation by the organizations of the available internal potential in a combination to the developed external opportunities.

Vladimir D. Sekerin, Anna E. Gorokhova in “Policy of the russian federation and foreign countries in the sphere of utilization and recycling of waste” consider that in Russia at a modern level of development of technology from 9% to 25% of initial raw materials finally goes to waste, at the existing and again opened enterprises it is necessary to introduce a complex control system of rational use of secondary raw materials. The directions of increase of efficiency of industrial production as a result of processing of production wastes of basalt fibres are revealed.

Jana M. Šafránková, Martin Šikýr in “The job prospects of university students on the regional labour markets” discuss the possible job prospects of university students on the regional labour markets

in terms of their professional knowledge and skills, work and social habits, development potential and personal aspirations based on the analysis of available secondary data and the results of the authors' questionnaire survey. The results support the assumption that the students potentially have a good chance to succeed on the labour market due to their broader knowledge, skills and abilities, but they should be prepared for continuous learning and should not expect rapid career.

Klára Šimonová in "Working conditions in regions as important motivation factor" discuss working conditions and working environment are on the basis for satisfactory performance of employees and working conditions. Current changes on the labour market are not reflected by companies in terms of improving the working conditions. So far it seems that only companies in two biggest Czech cities compete for both fresh and experienced workforce, while regional companies stick to traditional ways of employing people.

Radka Vaníčková in „Prediction of the needs of the labour market in the south region 2015-2020“ analyses forecasts the needs of the labour market in the South Region 2015 - 2020 examines the current situation on the regional labour market in the South Region. The analysis focuses on the possibility of starting or intensifying cooperation between business and educational sphere in the sense of improving the quality of vocational training

Bogusława Ziółkowska in "Age management as an element of diversity management of human capital innovation and regional development strategy." describes situation in Poland in population ageing. At the level of national economy the concept of age management is generally understood as systemic, administrative and legal solving of problems resulting from the process of employees' ageing by means of a state policy and employment rights.