



Place i kreatywność. Studium przypadku spółki komunalnej w Polsce

Streszczenie

Celem badania jest zdiagnozowanie zależności pomiędzy wynagrodzeniami a kreatywnością. W badaniu wykorzystano przykład spółki komunalnej w Polsce, w której zmierzono kreatywność na każdym stanowisku pracy. W ten sposób badanie koncentruje się na kreatywności miejsca pracy a nie na indywidualnych zasobach kreatywności, takich jak umiejętności kognitywne i niekognitywne pracowników. Artykuł potwierdza, że kreatywność w istotny sposób wyjaśnia

wynagrodzenia i ich dynamikę. Praca wskazuje także na wzrost liczby miejsc pracy z kreatywnymi zadaniami oraz rosnące nierówności płacowe wewnątrz spółki. Pracownicy, którzy angażowali się w bardziej kreatywną pracę, otrzymywali zazwyczaj wyższe wynagrodzenie niż ci, którzy wykonywali rutynowe zadania. Badanie wykazało również, że pracownicy o wyższej randze kreatywności cieszyli się największym wzrostem wynagrodzeń w latach 2009–2020.

Słowa kluczowe

kreatywność, place, nierówności, spółka komunalna w Polsce

MANAGING RURAL DEVELOPMENT TOWARDS SMART VILLAGE

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Introduction — the development of smart village

Regional development focuses on improving residents' quality of life by strengthening infrastructure, the economy, the community, and the natural environment within a specific area (Richards, 2009; Capello, 2011). Successful local development relies on the proactive engagement of authorities (Bocorilla, Salerno, 2016). This holds particular significance, especially in rural areas (Trigilia, 2001). In line with the OECD's recommendations on rural services, effective inclusive management is central to rural development (Szoł-Gabryś, 2002). This implies an understanding that actions at the highest level of government should be more strategic and supportive in nature, facilitating the pooling of knowledge and the use of simpler decision-making processes, involving local communities, and promoting the cross-cutting consideration of rural development in policies (Carape, 2001). Rural development is particularly important as local communities encounter distinctive challenges (Crescenzi et al., 2022). Effective management of local development requires a strategic framework that nurtures enduring economic advancement, elevates living standards, and attends to the distinct needs and aspirations of particular regions or communities (Anthony, 2021; Capello et al., 2020). Local development and the concept of smart village (SV) are interlinked approaches that aim to improve prosperity, economic opportunity, and overall quality of life in rural areas (Coffey, Polese,

1985; Healey, 2015). While local development focuses on comprehensive and holistic growth within a specific community or region, SV specifically uses technology and innovation to achieve these goals. The article is based on the following findings: firstly, it presents the SV's literature review as a theoretical basis for the connections between the „smart village” concept and rural management (Kucęba et al., 2023). Secondly, it unveils the results of empirical research on factors shaping the potential of the Lower Silesia region for implementing the „smart village” concept based on „The Lower Silesian Village Renewal” programme. The research results facilitate the development of a comprehensive package of recommendations to improve the regional governance framework in the 2021–2027 financial perspective. The best practices identified can not only assess the feasibility of implementing the SV concept at the local level but can also be subsequently scaled to support and enhance collaboration in other regions. Therefore, the research strategy is based on the following stages: literature review, empirical research, data analysis, research conclusions, policy implications, and recommendations. The study contributes to the existing knowledge base and supports decision-making in the field of rural management and smart village development. The research gap in this context stems from the absence of prior research on „The Lower Silesian Rural Renewal” programme.

Managing Rural Development

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Managing Rural Development:

Managing Rural Development Robert Chambers, 1985 Planning And Management For Rural Development S P Singh, 2003 This Book Not Only Discusses The Problems Of Communication And Coordination Of The Gram Panchayat Organisation But Also Investigates Management Problems As Perceived By The Elected Functionaries In Planning Financing Organising Directing And Controlling The Work Of Rural Development *Managing Rural Development* Robert Chambers, 1985-01-01 **Managing Rural Development with Small Farmer Participation** Coralie Bryant, Louise G. White, 1984 *Managing Rural Development* Coralie Bryant, Louise G. White, 1980-01-01 *Rural Development* Katar Singh, 2009-01-06 This title addresses the basic concepts elements dogmas paradigms determinants policy instruments strategies policies and programmes and management of rural development The book emphasizes in particular the pivotal role of human resources as both a means and an end of development **La direction du développement rural**, 1978

Rural Development, 2024 **Managing Development In The Third World** Coralie Bryant, 2019-05-20 This is the first text to focus on the problems and processes involved in organizing implementing and managing programs and projects aimed at relieving poverty and underdevelopment in the Third World During the 1970s there was a shift in development assistance programs toward a greater concern for equity and the basic needs of the poor The auth Management of Rural Development B. S. Bhatia, Prem Kumar, Arvinder Singh Chawla, 1990 **Organizing and Managing Integrated Rural Development** George Honadle, 1987 **Rural Development in Lao PDR** Lilao Bouapao, 2005 **Management of Rural Development** C.S. Rayudu, 1989 **Managing rural development in Africa** African Association for Public Administration and Management, 1977 *Planning and management for rural development: the proplan/a approach, and its experiences in columbia*, **Managing Agriculture for a Better Tomorrow** D. C. Pande, 1998 Agricultural Management in India Is an edited volume on Indian agriculture having a collection of 27 papers contributed by the distinguished scholars and the scientists It is a thematic study involving the diagnostic as well as the prognostic aspects of Indian agriculture with a view to project its complex nature and indentify the quarters of future change In order to facilitate analytical reading the book divides itself into six sections The provides statistical analytical and scientific information in regard of agricultural practices of India It is hoped that it will prove immensely useful for the researchers intellectuals and policy makers and a milestone in the treatises on Indian Agriculture *Rural Management* K. B. Gupta, Faizia Siddiqui, Iftikhar Alam, **Managing Development in a Globalized World** Habib Zafarullah, Ahmed Shafiqul Huque, 2012-02-28 Traditionally development has been rooted in ideologies and assumptions prevalent in the developed world and in practices and strategies adopted by leading industrial nations However historically eclectic ideas and approaches often clash with existing long established notions of progress and modes of realizing social and economic change Managing Development in a Globalized World Concepts Processes Institutions explores this topic by incorporating ideas and interpretations that have previously been

neglected or given inadequate attention in the discourse on developing countries It underscores development as a continuous process that must be supported by sound policies and efficient management supplying a wider understanding of the field The authors argue that the application of innovative development techniques and best practices is essential for obtaining optimum results in meeting the needs of society They examine the style of managing development with a new perspective that links the phenomenon with changing demands and the interplay of internal external actors and a host of stakeholders An exploration of key sectors in development provides clear comprehension of problems and solutions A careful synthesis of theoretical conceptual and empirical literature the book assesses real world situations and provides insight into the operational dynamics of development policies programs and institutions It focuses on goals values and dynamics of development management that are undergoing rapid changes and continue to be enhanced to alleviate poverty and improve living standards in an era of globalization and inter regional and inter institutional synergies It highlights best practices essential for the efficient and effective delivery of human development services that are designed and put in place to obtain optimum results in meeting the needs of society *Rural Project Management* ,2008 About the Book Managing rural projects is a challenging task which requires patience skill knowledge social belongingness with rural community and managerial attribute to deliver good results We have seen many rural development programmes either converted merged or even having been finished half heartedly Need for literature on management of rural projects has been felt by students practitioners and professionals working in rural projects This book will help in fulfilling the knowledge based requirements in project planning implementation monitoring evaluation and many other exer **Project management** Raghubir Dayal,Peter Zachariah,Kireet Rajpal,1996

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