

ABSTRACT BOOK

ISSN: 2421-7719

5th icPSIRS 2018

International Conference on
Political Science,
International Relations and
Sociology

07 - 09 February 2018

[http://dx.doi.org/10.15405/icpsirs2018\(2421-7719\)](http://dx.doi.org/10.15405/icpsirs2018(2421-7719))



Edited by: Zafer Bekirogullari, Melis Y. Minas

Location: Palacký University Olomouc, Czech Republic

Future Academy®:

Abstract Book

5th icPSIRS 2018 International Conference on Political Science, International Relations and Sociology

07-09 February 2018/ Palacký University Olomouc – Czech Republic

eISSN: 2421-7719

The ISSN Cyprus Centre notifies that serial publication under the title 5th icPSIRS 2018 International Conference on Political Science, International Relations and Sociology has been allocated ISSN 2421-7719 and has been registered with the International Centre for the Registration of Serial publications, in Paris.

[http://dx.doi.org/10.15405/icpsirs2018\(2357-1292\)](http://dx.doi.org/10.15405/icpsirs2018(2357-1292))

All rights reserved.

Publisher © 2018 Future Academy® Publishing Services

Editors © 2018 Zafer Bekirogullari & Melis Y. Minas

Individual contributions © 2018 Their authors

This is an Open Access article distributed under the terms of the Creative Commons Attribution-Noncommercial 4.0 Unported License, permitting all non-commercial use, distribution, and reproduction in any medium, provided the original work is properly cited.



5th ic-PSIRS 2018
Abstract Book

TABLE OF CONTENT

Table of Contents

5TH ICPSIRS CHAIR	1
SELE-CONCEPTION PATTERNS IN STUDENTS WITH VARIOUS LEVELS OF REFLECTION	2
<i>VIKTORIA SHAMAEVA, & ZINAIDA PLATONOVA*</i>	
CRISIS IN UKRAINE AS STRUGGLE BETWEEN GEOPOLITICAL REALMS: CONSEQUENCES FOR GLOBAL ARCHITECTURE	3
<i>OSTAP KUSHNIR*</i>	
THE LATEST TRENDS AND SOCIO-ECONOMIC EFFECTS OF MIGRATION IN THE ROMANIAN COUNTRYSIDE	4
<i>ALEXANDRU SERBAN ZODIAN*, & ROBERT ADRIAN CANDOI-SAVU</i>	
SMALL STATES' SECURITY AND FOREIGN POLICY: A CASE STUDY OF MONGOLIAN PERMANENT NEUTRAL STATUS	5
<i>ALTANTUYA DASHNYAM*</i>	
MARITIME DISPUTES WITH CHINA IN ASIA-PACIFIC: AN ANALYSIS	6
<i>AMIR AHMED KHUHRO*</i>	
TOXIC LABOUR RELATIONS: NARRATIVE CASE STUDY	7
<i>ALENA FEDOROVA*, ZUZANA DVORAKOVA, ILZE KACANE, HIMATULLAH KHAN, MARIA MENSHIKOVA, CELINA SOLEK-BOROWSKA</i>	
MOTIVATING AND ORGANIZING FACTORS IN PROFESSIONAL BEHAVIOUR OF TOXIC MANAGERS	8
<i>YULIA TOKAREVA*, & ALEXANDR TOKAREV</i>	
JOB SATISFACTION - THE INFLUENCE OF PERSON-JOB FIT AND LEADER-MEMBER EXCHANGE	9
<i>LE THI MINH LOAN*, & VU THU TRANG</i>	
EU TRANSPORT POLICY ON THE 1520MM RAIL AREA	10
<i>JUSTINA HUDENKO*, REMIGIJS POCS, MARIS ANDINS</i>	
THE NEW JOB POSITION IN THE HUMAN RESOURCES MANAGEMENT: THE TALENT MANAGER	11
<i>ELENA LYSENKO*, EKATERINA SEREDA</i>	



5th icPSIRS Chair's Message



Dear Colleague,

You are invited to attend the **5th International Conference on Political Science, International Relations and Sociology (ic-PSIRS 2018)** that will be held in **Palacký University Olomouc Faculty of Education Czech Republic** on **07-09 February, 2018**. This conference offers an opportunity to researchers and academicians to present their scientific work during the Oral and Poster Presentations.

5th icPSIRS 2018 will publish all accepted full-text papers in *European Proceedings of Social and Behavioural Sciences* (scientific papers of the *The European Proceedings of Social and Behavioural Sciences EpSBS* has been **(indexed in ISI Thomson Reuters)** or by C-cracs in the peer-reviewed Volume as a book chapter.

Presentations will focus on a broad area of topics, for example: political theory, public administration, ideology, comparative politics, political communication, globalization, state sovereignty, civil society, sociology of culture, religion, media studies, social networks and many others.

Vojtech Regec, Ph.D., Chair, 5th ic-PSIRS 2018
Vice-Dean
Palacký University Olomouc, Czech Republic

Sele-Conception Patterns in Students With Various Levels of Reflection

Viktoriya Shamaeva, & *Zinaida Platonova**

Problem Statement: The challenge of the development of reflection is one of the keys in psychology and is widely discussed within the framework of foreign and domestic psychological research.

Research Questions: Students with a developed level of reflection can have high rates of self-esteem.

Purpose of the Study: 1) Studying the characteristics of students' self-conception; 2) Revealing levels of students' reflection; 3) Determining the degree of coherence of self-conception, self-evaluation, and reflection.

Research Methods: E.E. Rukavishnikova's method of determining the level of formation of reflection, R.S. Panteleeva's method of investigating the self-conception, the Dembo-Rubinshtein technique for identifying self-evaluation and Student's T-criterion.

Findings: 1. Students with a high level of reflection show more pronounced self-confidence and a sense of the strength of their own "I". However, problems are not addressed at deeper levels. 2. The higher the self-esteem, the lower the indicator of self-incrimination. 3. There are big differences at the level of reflection and self-evaluation of young women and men.

Conclusions: In this research, we attempted to analyze the relationship of such categories as reflection and self-esteem.

Keywords: Reflection, self-conception, self-evaluation, self-esteem.



Crisis In Ukraine As Struggle Between Geopolitical Realms: Consequences For Global Architecture

*Ostap Kushnir**

Problem Statement: Ukraine lies at the intersection of two major geopolitical realms and their key actors. It will always remain decentralized, unstable and contested territory. Contemporary crisis is nothing new under sun

Research Questions: What is the geopolitical nature of the ongoing crisis in Ukraine? What actions should be taken by realms or their key actors to be victorious?

Purpose of the Study: To use a solid framework of classical geopolitics, outlined by Saul B. Cohen, and explain motives, features and probable outcomes of the crisis in Ukraine. To produce a viable knowledge about how the major realms and actors, as well as the global society, may deal with this conflict.

Research Methods: Cohen's Classical Geopolitics (assessment of geopolitical potential and interests of the global actors and geopolitical realms for taking actions in the Eastern Europe); Political Geography (assessment of dependencies existing between conceptions of nation, state, identity, and territory in the Eastern Europe; relationship between political boundaries and dynamic social-and-political processes); Global Geopolitics (projection of regional policies on the global scale).

Findings: The expected findings of the research reside in explanation and justification of Russian, Western, and local *modi operandi* on the territory of Ukraine. Having pointed these *modi operandi* out, a geopolitical simulation of a variety of scenarios will be conducted with its subsequent projection on the equilibrium of geopolitical architecture.

Conclusions: Crisis in Ukraine will be resolved through the falling of the contested territory into an orbit of a most centralized realm or actor. As Ukraine is geopolitically doomed to be a “fuzzy” entity, it can not stand against more centralized external powers. Historically, these have always been the Asian or Eurasian powers, in particular, Russia.

Keywords: Geopolitics, crisis, Ukraine, Russia, West.

The Latest Trends And Socio-Economic Effects Of Migration In The Romanian Countryside

*Alexandru Serban Zodian**, & Robert Adrian Candoi-Savu

Today's Romanian migration towards the developed EU countries is one of the most complex and dynamic movements in Europe. We aim to investigate the directions of external migration in the Romanian countryside, but also to find out which groups are most exposed to emigration, from the perspective of the theory that explains the migration through the push-pull factors. To achieve our goals, we used the sociological inquiry, and the technique chosen was the sociological survey. Our research sample consists of a group of rural residents, representative nationwide by sex, region, and age. The sampling was done through a non-aleatory method, using quotes, and weighing the results. The most vulnerable to the push and pull factors are the South-West, South, South-East, North-West, North-East, Center, Bucharest-Ilfov and West regions. Most exposed are 18-25, 26-35, 46-55, 36-45 age groups. From a gender perspective, women appear to be more attracted to the factors mentioned above. Regarding education, the most prone are those with high school education. The largest crowds left for Italy, Spain, Germany, France, UK. Their main migration motivations were to earn money to send home to their family, to find better job opportunities, or to reunite with their friends and family members who already are living abroad. The most worrying effects are physicians' exodus, family abandonment and breakdown, forced modernization of rural areas, dropout rate, and youth exodus. The authorities need tackle the push factors of emigration, but also to adjust the migration policy to better support immigration.

Keywords: Romanian rural migration, push-pull factors.



Small States' Security And Foreign Policy: A Case Study Of Mongolian Permanent Neutral Status

*Altantuya Dashnyam**

It's been two years since Mongolia, so-called "buffer state" between Russia and China, declared to adopt permanent neutral status in this intricate and globalized era. It is crucial to analyse the reason why and what internal or external influences effected to this decision at the same time defining what really is permanent neutral policy. The main question this research seeking is what permanent neutrality mean in the 21st century? Besides it will also ask, is neutrality a valuable foreign policy for small state to ensure its sovereignty? What impacts can appear in Mongolian foreign relations? Neutrality is a controversial but most discussed notion of international relations and international politics with regard to small sovereign states. As a unique small power in Asia, Mongolia once again assured its position by declaring permanent neutral status to the more integrated and globalized world. Concept of neutrality is evolving with time and situation as well as small power like Mongolia is developing and contributing to peacekeeping and solve global issues such as nuclear threat, environmental issues, global warming, etc. There has been a gap in this area of study which for further researches worth studying. The analysis presented in this paper is significant because it identifies and examines the role of neutrality as an effective tool of small states' security and foreign policy.

Keywords: Small states, permanent neutrality, foreign policy, security options, state sovereignty.

Maritime Disputes With China In Asia-Pacific: An Analysis

*Amir Ahmed Khuhro**

This paper is an endeavor to highlight the maritime disputes in Asia-Pacific and the response of regional states in the aftermath of Washington's policy of "Rebalancing power in Asia". Maritime disputes in Asia-Pacific have raised an alarming situation in the dynamics of regional politics. The issue has taken prominence since 1970s with the emergence of the concept of continental shelf and signing of United Nations Convention on Law of Seas (UNCLOS) in 1982. Moreover, with the growing need of energy and expansion of Chinese industrial network, China has taken an assertive position in order to stretch its sovereignty claims in South China Sea (SSC) and East China Sea (ECS), which in turn has led to start of race of Modernization of naval security apparatus among regional actors. Owing to geographical extant of China, Beijing has made its foreign policy objective to enhance its role in Maritime East at the expense of other contending powers like Japan, and USA. She never hesitates in blatantly discarding the US presence in the region and seems very ambitious in pursuing "Far East policy". With this view it is to analyze Chinese posture of hegemony in the region with immense possibility of regional players to cooperate with China to avoid clash in future.

Keywords: East-Asia, East China Sea, Exclusive Economic Zone Maritime Disputes.



Toxic Labour Relations: Narrative Case Study

*Alena Fedorova**, Zuzana Dvorakova, Ilze Kacane, Himatullah Khan, Maria Menshikova, Celina Solek-Borowska

The dominating trend in the labour sphere development today is a social pollution from the economic activities of companies, which has a negative impact on labour relations. Reducing the social pollution level is hampered by the lack of scientifically grounded information and methodological support for monitoring, analysing and evaluating the social pollution factors and processes. The purpose of the presented research is monitoring and in-depth study of the types and forms of toxic labour relations in countries with different economic models, as well as the development of new concepts and management tools for meeting the challenges of the decline of the social pollution level. In order to identify the scope and characteristics of toxic labour relations, we carry out a long-term monitoring study using quantitative and qualitative methods, among them is narrative analysis. In 2015–2017 the toxic labour relations are examined in the separate countries. Based on the results of the comparative analysis of narratives collected in the countries under study, we identify the factors of social pollution of the labour sphere in the part of labour relations between employers, managers and employees, as well as investigate the cause-effect relationships between toxic HRM practices and employees' well-being. Perception and evaluative judgments of the informants allow the researcher to get an understanding of the qualitative characteristics of the toxic labour relations.

Keywords: Social pollution, toxic labour relations, employees' well-being, narrative analysis.

Motivating And Organizing Factors In Professional Behaviour Of Toxic Managers

*Yulia Tokareva**, & Alexandr Tokarev

The modern system of personnel management is aimed at enhancing the efficiency of each employee and therefore much attention is paid to profiling of toxic managers, who negatively affect the environment and relationships at work (Khanaeva E., Lysenko E., 2016). Analysis of disorganizing factors of professional management pinpointed weak motivation and disinterested performance as most important reasons for toxic behavior (Gatti M., Fedorova A.E., 2014).

Our survey covered 60 mid- and top-level managers with work experience of 8-12 years. We found that the majority of these managers (70%) could be described as toxic. Our research framework comprised the following methods: 'Analysis of Personal Impediments' developed by Lothar J. Seiwert; Questionnaire 'Diagnostics of Self-Organization Features-39' (DSF-39) by A.D.Ishkov; and S. Richie and P.Martin's motivational self-assessment profiles.

The following correlations between the type(s) of personal motivation and professional efficiency of sales managers were identified:

- toxic managers with high general disorganization levels tend to have pronounced motivation for power and influence ($r^2=0.3$, $P<0.05$);
- toxic managers who lack awareness of the importance of efficient goal-setting also tend to have a low level of motivation for interesting work and recognition ($r^2=0.5$, $P<0.05$);
- toxic managers with interpersonal communication problems also have a high level of motivation for recognition and a low level of motivation for change and variety of work ($r^2=0.42$, $P<0.05$);
- managers with more pronounced dysfunctional personal characteristics also tended to have lower motivation for structuring their work ($r^2=0.3$, $P<0.01$);
- toxic managers who do not feel personally responsible for the efficiency of their work and are reluctant to change their style and strategies of work also have a low level of motivation for creativity ($r^2=0.2$, $P<0.05$).

These findings have led us to formulate guidelines for minimizing the negative impact of toxic managers on the company's performance.

Keywords: Professional motivation, work organization, disorganization, toxic manager, toxic working conditions, professional efficiency.



Job Satisfaction - The Influence Of Person-Job Fit And Leader-Member Exchange

*Le Thi Minh Loan**, & Vu Thu Trang

The effects of person-job fit and leader-member exchange on job satisfaction have been repeatedly found in literature, yet no study has compared these effects between public and private corporations. The purpose of this research is to study the influence of person-job fit and leader-member exchange to job satisfaction of employees in Vietnam and examine if these effects are moderated by sector type. 547 employees in public and private sector in Vietnam reported to 3 measures: person-job fit scale (Chuang, Shen & Judge, 2015), leader-member exchange scale (Lyden & Maslyn, 1998), and job satisfaction scale (Seashore et al, 1982). Results showed that there were positive correlations between person-job fit and job satisfaction, and between leader-member exchange and job satisfaction. There were also significant moderation effects of sector type. Person-job fit has a weaker effect on job satisfaction in the public sector than in the private sector; while leader-member exchange has a stronger effect on job satisfaction in the public sector than in the private sector. Implications of the findings were discussed; in particular, leaders in the public sector need to focus on creating a smooth supervisor-subordinate relationship; while those in the private sector should select people that fit the job.

Keywords: Leader-member exchange, person-job fit, job satisfaction.

EU Transport Policy On The 1520mm Rail Area

*Justina Hudenko**, Remigijs Pocs, Maris Andins

This study has been made to understand the impact of EU transport policy on rail infrastructure with primarily freight transportation. It gives insights into railway economical features, including competitiveness and financing issues. The “market can bear” level assessment methodology offered as a result of the study may be used for railway charging for freight services based on efficient, transparent and non-discriminatory principles as it is stated in the existing EU rail transport policy.

The study was produced by experts’ focus interview method.

It was concluded that on the European 1520mm railway with primarily freight transportation balanced charges can be achieved when the state compensates expenses of the infrastructure manager not covered by charges of other modes of transport as well as disadvantages of legal and administrative requirements in the railway sector.

Keywords: Rail charges, rail transport policy.



The New Job Position In The Human Resources Management: The Talent Manager

*Elena Lysenko**, Ekaterina Sereda

The study deals with the demand for a new job position «Talent Manager» and best practices in talent management. Organizations need to implement talent management in a competitive market.

Intensive development of talent management in the world brings to the fore to need for specialists capable of implementing a talent management system and moving from HRM to Talent Management.

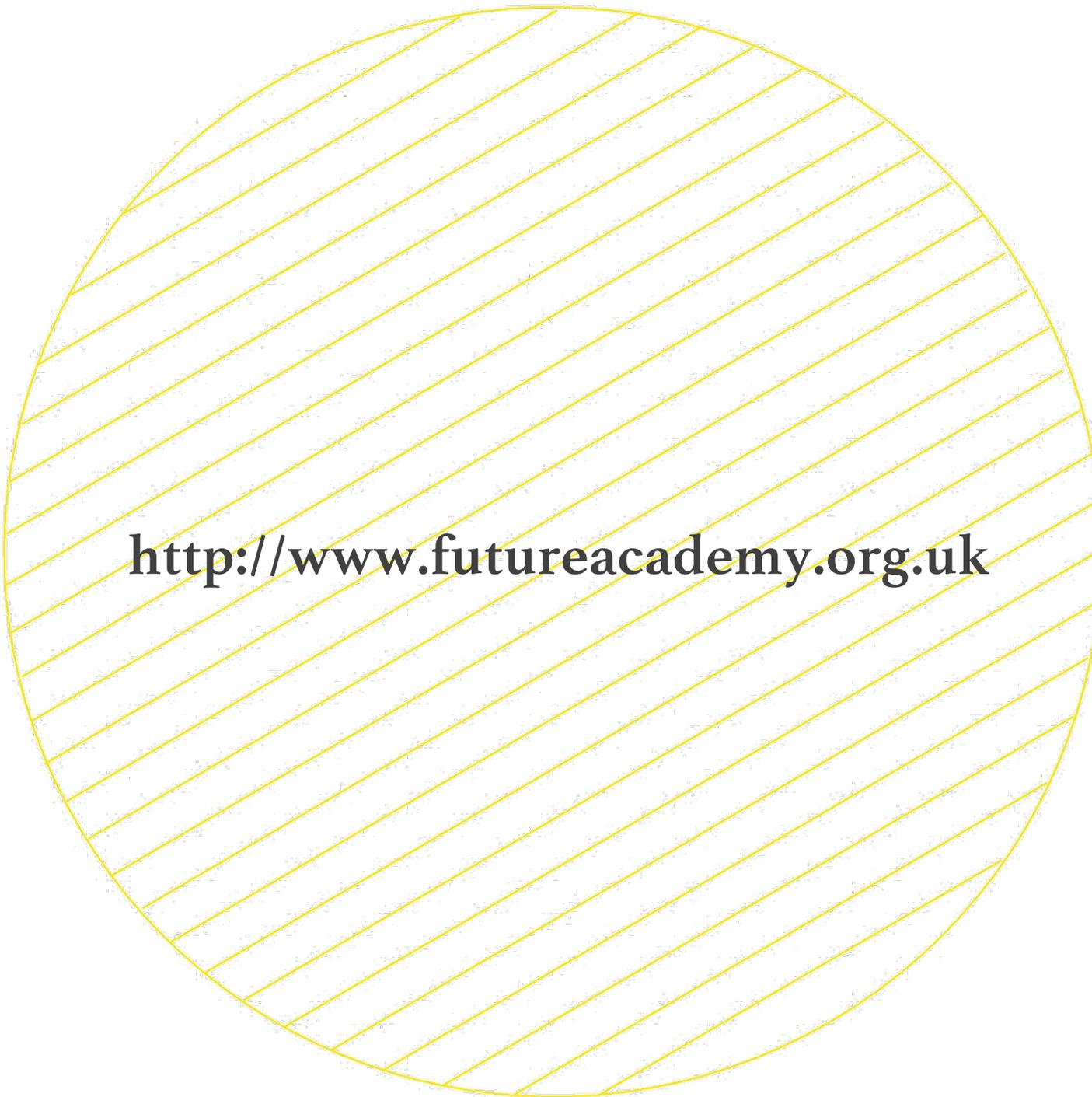
The aim of the research is to analyze the vacancies in personnel management in the Russian Federation published on the federal site for finding work Head Hunter (www.hh.ru) and to identify the trend of the development of a new job position based on the best practices.

The study was conducted using the method of content analysis. The content selection criterion data according to the General body of information was the term "talent" found in 2 aspects: the job title and job description of the vacancies.

Based on the results of the content analysis, the demand for the position of Talent Manager in companies was revealed with the definition of leading. Also shown that in some organizations talent management is already the main strategy of Human Resources management, in others it is only one among other tools for the development of human resources.

The development of talent management in the world leads to the emergence of new specialists capable of creating and implementing a talent management system in companies. In turn, this will require the development of innovative technologies in talent management that can significantly increase business efficiency in all, especially high technology and high-tech industries.

Keywords: Human Resources Management, Talent Management, Talent Management System, Talent Manager



<http://www.futureacademy.org.uk>