

SUMMARY OF PROFESSIONAL ACCOMPLISHMENTS

presenting a description of scientific and research achievements

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1. Basic information concerning the Candidate and his/her research achievements

1.1. First name and last name

Aneta Sokół

1.2. Information concerning the Candidate's education

On 11 March 2004 Faculty Council of Management and Economics of Services, University of Szczecin, conferred on me Doctor's degree in economic sciences within the range of economics and organization of enterprises.

Title of the dissertation: *"Assessment of preferences within the range of support of small and middle sized enterprises development on the example of electro-machine industry in Poland"*, supervisor Prof. Dr hab. J. Engelhardt, reviewers: Prof. Dr hab. Irena Hejduk, Prof. Dr hab. Waldemar Grzywacz.

1.3 . Rewards, scholarships, training, conferences

In the years 2004 – 2017 I received 5 scientific and didactic rewards from the Rector of Technical University of Szczecin and 2 rewards from the Dean of Faculty of Management and Economics of Services, University of Szczecin (the appendix - Rewards).

In the years 2011 - 2014 I underwent traineeships, I took part in study visits, I created library queries in foreign scientific centres acquiring experience in creating international groups, cooperating and conducting classes:

- Matej Bel University in Bańska Bystrica, Slovakia (October, 2015).
- Sapienza University in Rome, Italy (May 2014).
- Comenius University in Bratislava, Slovakia (April 2014).
- Obuda University in Budapest, Hungary (February 2014).
- University of Zilina, Slovakia (annual scientific internship academic year 2013/2014).
- The National University of Kyiv Taras Shevchenko in Kiev, Ukraine (September 2012).
- Dniepropietrowsku National University, Ukraine (September 2012).
- Mykolas Romeris University in Vilnius, Lithuania (February 2011).

Carried on scientific visits enabled me to establish cooperation with representatives of research centers in Switzerland, the Netherlands, Hungary, the United States, Lithuania, Slovakia, Czech Republic, Ukraine, Sweden, Italy. This resulted in active research activities and expertise in two Network's from Eastern and Central Europe and other institutions of a scientific nature.

Moreover, within the range of scientific activity I took part in scientific conferences organized by leading Polish universities (Warsaw School of Economics (SGH), Jagiellonian University (Uniwersytet Jagielloński), Wrocław University of Economics, University of Gdańsk, University of Zielona Góra, John Paul II Catholic University of Lublin, Poznań University of Technology, Częstochowa University of Technology and I also participated in conferences abroad (University of Economics, Prague (VSE), universities in Žilina, Banská Bystrica, Athens, Barcelona, Hradec Králové, Budapest, Reykjavík).

1.4. Information on employment in scientific units

Since 2006 – still –a lecturer, Department of Enterprises Economics, Faculty of Management and Economics of Services, University of Szczecin

2.Characterization of the scientific output

2.1. Main fields of study

For many years before and after doctorate my scientific interests have been concentrated on small and medium sized enterprises and the conditions of their development in micro and macro economical aspects. In particular the subject of interest dealt with the factors determining growth of

those entities, comparative research, classification and assessing the relations between them. In the years 1998-2010 the main fields of my research are (according to the list of publications in the appendix No. 2):

- Trends in development of leasing as a financial source of business growth in Poland and worldwide. The direction of research (1998-2001) was implemented in the early years of my academic career attributable to the period of study and the first year of employment as an assistant at the Institute of Economics and Management, Technical University of Szczecin. The aim was to identify the scientific studies and presenting directions of development of leasing in Poland and abroad. The subject of the lease was in Poland then issue new, hence the recognition of the area of issues concerning this form of financing enterprises interesting for me was a theoretical study - research which has been the subject of consideration of the following publications.
- Analyses of preferences micro and macroeconomics in reference to stimulating the development of SMEs in Poland and worldwide. This direction of research (he was executed in 2002-2010) covered a broad spectrum of research considerations in which I analyzed how the macroeconomic instruments (ie. Tax policy, monetary, legal, fund EU) and the microeconomic impact on the development of small and medium sized businesses with taking into account the engineering industry companies. The main objective scientific studies presented below was to show that small and medium-sized enterprises is stimulating the development of a market economy and its principal challenge is effective to support it through properly applied instruments. Accordingly, the subject of research undertaken in these publications can be defined as cognitive and normative aspects of the development of small and medium-sized enterprises in Poland. They posed the thesis has been verified on the basis of research on the subject of small and medium-sized enterprises electromechanical industry in Poland, both from the theoretical as well as practical. Analysis of the use of the instruments supporting the development of the test sector, defined their level of use in enterprises of small and medium scale manufacturing, and assessing the scope of the realization of their basic functions. Furthermore, the objective was to analyze the empirical research, the results of which helped define the further possibilities of using legal and economic instruments to support the development of SMEs in Poland. Aim of the study affected the design of the publication and the selection of the testing procedures: inductive-deductive, analytical and statistical and mathematical-statistical.
- Influence of nonmaterial factors (knowledge, culture, innovation, creativity) on growth of SME sector it was and is the subject of my analysis from 2010 to the present. In the below mentioned publications proved that today more and more evident the need for a fundamental change in the paradigm of management of entities at the level of objectives, strategies, instruments. From this point of view, it seemed important refocusing of exogenous factors on resources and the development of endogenous potential, especially in the use of the advantages of enterprises to strengthen their competitiveness. It has been shown that significant attention paid to the development of intangible factors such as knowledge, creativity and innovation. The published works have been based on a critical analysis of literature, but also on empirical research conducted on a group of small and medium-sized enterprises Western Pomeranian Voivodeship.
- Organization of business entities management, among them the SME sector was another of my research area, which became the result of the analyzes of the impact of intangible factors to the development of the SME sector entities. The scope of work was carried out by me in 2010 to the present. In the presented works shown issues concerning principles of organization management in modern economic entities. Also considered appropriate approximation process of knowledge management, creativity in terms of theoretical and empirical, which could provide inspiration for both academics and the business world, as well as indicating potential courses of action to establish scientific and business cooperation.

2.2. Synthetic characterization of scientific achievements

My scientific work consists of 131 publications. 17 papers were published before and 114 after the doctorate in economics. https://www.researchgate.net/profile/Aneta_Sokol_sokol

They are monographs and there are among them the articles published in Polish and foreign scientific periodicals. These include: Elsevier Procedia-Social and Behavioral Sciences Journal, Entrepreneurship and Sustainability Issues, Mediterranean Journal of Social Sciences, International Scientific Journal Human Resources Management and Ergonomics, Економічні науки, Perspectives

of Innovations, Economics and Business, *Ekonomika i Organizacja Przedsiębiorstwa* – czasopismo Instytutu Organizacji i Zarządzania ORGMASZ, *Wiadomości statystyczne* – czasopismo Głównego Urzędu Statystycznego, *Handel Wewnętrzny* – czasopismo Instytutu Badań Rynku, Konsumpcji i Koniunktur, *Organizacja i Kierowanie* – czasopismo Komitet Nauk Organizacji i Zarządzania Polskiej Akademii Nauk oraz Kolegium Zarządzania i Finansów Szkoły Głównej Handlowej, *Zeszyty Naukowe Uniwersytetu Szczecińskiego – Ekonomiczne problemy usług*, *Prace naukowe Akademii Ekonomicznej we Wrocławiu*, *Zeszyty Naukowe Uniwersytetu Rzeszowskiego*, *Zeszyty Naukowe WSE w Kielcach*, *Studia i Materiały Polskiego Stowarzyszenia Zarządzania Wiedzą*.

3. Other scientific achievements

3.1. Scientific and research work

My research and scientific activity includes managing and participation in 13 projects realized as own studies or statutory researches at Szczecin Polytechnics, the Faculty of Management and Economics of Services of Szczecin University and the foreign institutions of which I am a member.

I supervise two international projects dealing with development of creativity in organizations and regions. During my scientific internship in Slovakia I have been managing (in years 2013-2015) my own project (100% own contribution) titled: *Research on management of creative capital in the reference to increase of worth and competitiveness of the regions*, which is aimed at identification of creative capital in development of the provinces in Poland and Slovakia and indication of the main trends of growth of the capital to stimulate creativity. On the present stage a monograph is being prepared as a result of the research. The next stage of the study (2015/2016) will be conducted in the Czech Republic and Hungary, so that you can make summaries in the development of the capital presented in the countries of V4. In the year 2014 I began to manage the project within the Network (joining the academics from Eastern and Central Europe) including the universities in Latvia, the Czech Republic, Slovakia, Poland and Hungary. The objective of the research is evaluation of ethical conditions in which intellectual capital including creative capital at the universities develops. Besides within the domestic and international cooperation I realized the scientific projects dealing with identification of creativity development at the universities (own research, project manager, my share 60% involved the development of the project and the object of study, research, critical analysis of literature and the development of substantive obtained results) and identification of intellectual capital in the creative sector of the entities from the Western-Pomeranian Voivodeship (own research, as a project manager, 100% own contribution). The projects were realized in the years 2011-2013.

Also the researches of which I was a manager or performer dealt with the issues like: assessment of preferences in supporting small and medium sized enterprises on the example of the electromechanical industry in Poland – the year 2003 (own research, as a project manager, 100% own contribution); perspectives of development of small and medium sized enterprises in the electromechanical industry in Poland – the year 2007 (the head of the project Professor J. Engelhardt, statutory research in the Faculty of Management and Economics of Services of Szczecin University, 20% own contribution), analyses of the chosen perspective of development of small and medium sized enterprises in the sector of services – stage I – year 2008 (the head of the project Professor J. Engelhardt, statutory research in the Faculty of Management and Economics of Services of Szczecin University, 20% own contribution), indication of determinants of development of knowledge and innovations as chances or dangers for the SME sector growth – the year 2008 (own research in the Faculty of Management and Economics of Services of Szczecin University, a project manager, 100% own contribution); exemplification of determinants having impact on growth of knowledge in the region – the year 2009 (own research in the Faculty of Management and Economics of Services of Szczecin University, a project manager, 100% own contribution); trends in development of small and medium sized enterprises on the example of the services in Poland including the Western Pomeranian Voivodeship – the year 2009 (the head of the project Professor J. Engelhardt, statutory research in the Faculty of Management and Economics of Services of Szczecin University, 20% own contribution), analyses of the chosen processes of growth in the Polish industries; the determinants of knowledge development in the Polish provinces – the year 2010 (own research in the Faculty of Management and Economics of Services of Szczecin University, a project manager, 100% own contribution); the impact of environment on development of enterprises – the year 2010 (the head of the project Professor J. Engelhardt, statutory research in the Faculty of Management and Economics of Services of Szczecin University, 20% own contribution), analyses of the chosen perspective of development of small and medium sized enterprises in the sector of services – stage II – year 2011 (the head of the project

Professor J.Engelhardt, statutory research in the Faculty of Management and Economics of Services of Szczecin University, 20% own contribution), the chosen aspects of functioning and development of contemporary enterprises – stage I – the year 2012 (the head of the project Professor J.Engelhardt, statutory research in the Faculty of Management and Economics of Services of Szczecin University, 20% own contribution), the chosen aspects of functioning and development of contemporary enterprises – stage II – the year 2013 (the head of the project Professor J.Engelhardt, statutory research in the Faculty of Management and Economics of Services of Szczecin University, 20% own contribution), the chosen aspects of creating values in contemporary enterprises – stage II – the year 2015 still being realized (the head of the project Professor J.Engelhardt, statutory research in the Faculty of Management and Economics of Services of Szczecin University, 20% own contribution).

The important part of my work are expert activities, in which I join the theoretical and practical knowledge. I participated as an expert in realization of the several R&D projects.

In the year 2013 I made 11 reports about the innovations for the entrepreneurs from the Warmian-Mazurian Voivodeship as a part of the project *Knowledge as a key to success* co-financed by the European Union from the European Social Fund. I was a coordinator of two teams and co-performer of the reports. Performance of the task consisted of four-day staying in each enterprise, making evaluation of its functioning and preparing the report about the history of its foundation, detailed characterization and the branch description, also possibilities of implementing the innovations which can improve and influence the development and functioning of the enterprise after finishing the audit.

In the years 2010 and 2011 I was a member of the experts commission for the applications to the project *Establish business – training, consultancy and financial support in reference to foundation of own business activity*, realized as the Activity 6.2 *Support and promotion of business activity and self-employment* – of the ‘Human Capital’ Operational Program. In this project I was an expert and prepared assessment of 232 applications in the four application periods.

From 2011 till present I am a representative of the scientific association in the Czech Republic. This position let me work on the projects referring to the growth and building of the relations between academics of the European countries and also relations between science and business.

Then in the year 2009 I was a lecturer at the conference: *Innovation as an economical motor , which took place in Kolobrzeg* and was a summary of the project *Investment into knowledge as motor of innovations growth in the region*. Her organized by the Province Job Center. The aim of the meeting was to build relations between knowledge and business. In the same time together with Western Pomeranian Job Market Observatory of the Voivodeship Job Center in Szczecin I was an editor and co-author of the reports on: examination and diagnoses of the development of the Western Pomeranian region and conditions for growth of employment versus IT and innovations in the Western Pomeranian Voivodeship. In the year 2009 I was also a panel expert in the project: *Establishing, development and actualization of Regional Strategy of Innovativeness in the Western Pomeranian Voivodeship – Marshall Office, Szczecin*. The project included a number of meetings during which there were discussions of experts on possibilities of development of Szczecin.

In the years 2009 and 2010 I was an e-learning coordinator in the Dutch project of the innovative training for students *Life Innovation Creator – support for innovative academic entrepreneurship*.

In the year 2008 I participated in the expertise ordered by the Minister of Regional Development in cooperation with CASE by IWI – Advisers on The Indicators for SPO-WKP on the level of the program and priorities: perspective of achieving target values, sources of data and proposed methodology of calculation.

Within the period from the year 2004 to 2006 I co-created, prepared the program content and range of economical, management and psychological courses of the Educational Center. For two years I was a co-manager this institution in Szczecin. In the years 2004-2010 I conducted several dozen trainings on running and establishing business in Poland, preparation of business plans, financial settlement and marketing activities for the Job Center and entrepreneurs within the EU funds and realized projects. In the years 2012 and 2013 I conducted the courses at the post gradual studies in

Szczecin and Zielona Gora, on economic analysis and financing of investments in the SME sector from the EU funds.

I had also my own business, research enterprise, which realized activities corresponding with the subjects profile. Running own business let me join scientific and practical knowledge and was a part of my scientific studies referring to creativity development in the organizations. I also could collect the information about chances and dangers for this kind of enterprises. I had an opportunity to take more practical attitude to the subject of my research.

In the framework of cooperation uniting researchers from Central - Eastern Europe on human capital development, coordinating the work and development of young researchers (the appendix 4). They are carried out joint research and the current is created magazine, in which graduate students can publish their analysis and to make discussions with other representatives of learning.

3.2. Didactic activity

I realized my didactic work first of all at the Institute of Management and Economics of Services, Technical University of Szczecin. It included lectures, laboratory and project exercises. I conducted classes for full-time and for part-time program students, first of all on the following subjects: *Macroeconomics, Microeconomics, Fundamentals of Economics, Managerial Economics, Capital Management, Financial Management*

Since 2006 I have been a worker of the Institute of Enterprises Economics, the Faculty of Management and Economics of Services, University of Szczecin. Didactic activity constitutes a wide range of lecture, class and seminar issues of the profile of the Faculty at which I work. I conduct classes on: *Economic analysis, Knowledge of the enterprise, Knowledge of the organization, Fundamental knowledge of the enterprise, Practical business solutions for enterprises, Economics, Starting and running a small enterprise, Financial reports and cost accounting, How to start a business in Poland and in chosen European countries, The Enterprise in integrating Europe, I conducted Licentiate seminar* (I was a supervisor and a reviewer of a few graduate thesis).

In the years 2012 – 2013 I conducted classes at postgraduate studies on the economic analysis and financing investments of SMEs from EU means in universities of Szczecin and Zielona Góra.

I also lectured out of the university (University of the Third Age - volunteering, post secondary education institutions) in the years 1998-2009. I gave lectures in a traditional and blend learning form on *market economy, banking and entrepreneurship*. I was a supervisor of about 20 graduate thesis concerning general economy and I was a member of the Examination Committees.

Within the frames of my didactic work I took part in preparation of publications for students, which are collective works edited by Professor J. Engelhardtta (*Enterprise management, Economics of enterprises, The contemporary enterprise*). Important and dignifying is the fact that prepared descriptions enjoy respect of teachers from other scientific centres which is reflected by recommending them on syllabuses not only of the parent university.

At present in a didactic process, the academic teacher is required to have a diverse look at teaching which makes it possible to use different methodical techniques. They influence effectiveness of knowledge acquisition by students and result in better communicativeness in relations of a teacher and a student. With reference to this I undertake initiatives aiming at modernising the didactic process of my didactic workshop. One of them was the acquisition of skills related to the use of e-learning techniques. These skills turned out to be useful for conducting theoretical and practical classes by means of this technique. At the Faculty of Management and Economics of Services, University of Szczecin I realised, as a coordinator, a Dutch e-learning project of innovative internships for students "*Innovation creator – support for innovative academic entrepreneurship*" (Live International Future Experience), supported by Ministry of Science and Higher Education. The classes enabled students to participate in concrete business, economic, financial and technical projects or projects of managing enterprises and thus to intern vocationally without necessity of constant staying in economic entities. The aim of the didactic process realised in the frames of e-learning was to introduce the student to the issue of knowledge within the range of skills in solving practical problems of enterprises. Working

parties on the e-learning platform were students, entrepreneurs and lecturers as main coordinators of enterprises.

Within the frames of the didactic process I use my practical experience (I worked in enterprises of West Pomeranian province, I managed the education centre, I made expert reports for institutions and entrepreneurs and I ran a research and development enterprise, I am a member of a board of an organization as well as of international networks) and experience acquired abroad where I got familiar with the standards of teaching at universities in Lithuania, Italy, the Czech Republic, Slovakia, Hungary and Ukraine. An example of such classes, are extracurricular classes which I conduct and in which students learn how to practically use knowledge of entrepreneurship and how to start and run a business in the country and abroad.

Comparing theory to practice I conducted several dozen training courses on widely understood entrepreneurship and ways to receive EU funds for starting a business, I also conducted courses for unemployed (preparing a business plan, a feasibility study, ABC of entrepreneurship) commissioned by district job centres and entrepreneurs. The acquired experience enabled me to get acquainted with needs of unemployed people as regards the development of competences and needs of entrepreneurs. This knowledge enabled me to conduct and enrich classes for students with practice. Joining theory with practice enabled me to co-create the education centre in Szczecin in the years 2004 – 2005 along with its program frames and training for its functioning.

In the frames of my didactic work I participated actively in creation of training programs and syllabuses (2010/2011 and 2015) for minimum programs of the National Qualifications Frameworks (Krajowe Ramy Kwalifikacji dla Szkolnictwa Wyższego) for the major Management (Faculty of Management and Economics of Services, University of Szczecin).

A position of a tutor taking care of the Student Scientific Circle *Inceptum* at the Institute of Enterprises Economics (2011 – 2013) enabled me to get involved in education and development of students. The work with the students resulted in organizing student national and international meetings and conferences. These activities gave me satisfaction and enabled me to get acquainted with students needs as regards knowledge acquisition

In relation to the fact that I am always inspired by new experiences and accompanied by willingness to improve my qualifications and expand my analytical and didactic workshop I have actively been participating in training courses for many years. In 2003/2012 I finished the following courses: computer graphics, modern information technologies for teachers, a MapInfo course, several training courses on entrepreneurship at the Szczecin Entrepreneurship Centre and a course on a search of differences - introduction to methods of analysis of variance, a course on the grounds of research data analysis.

3.3. Organizational activity

Within the frames of organizational activity I undertook several initiatives popularizing science and supporting work for Technical University of Szczecin and Szczecin University. The most important organizational initiatives are:

- preparing the annual material and financial plan for the Institute of Economics and Management, Technical University of Szczecin, 1999 – 2005;
- I was a member of the Recruiting Committee for stationary studies at Faculty of Mechanical Engineering, Technical University of Szczecin, 1999 – 2002;
- I was a member of Diplomas Committee at Faculty of Mechanical Engineering, Szczecin University of Technology in 2001;
- I actively participated, as a member of the scientific and organizational committee, in organization of 10 national (Jagiellonian University, University of Gdańsk, Catholic University of Lublin, Higher Hanseatic School of Management in Slupsk, University of Szczecin) and 19 international conferences (Universities in Žilina and in Bańska Bystrica, Mykolas Romer University in Vilnius, College of the Bahamas Nassau, Polytechnic Institute of Santarém, European Marketing and Management Association South-European Branch, Bosnia and Herzegovina, Institute for Public Administration, Benesov, Prague, Czech Republic and a few virtual conferences in Slovakia, the Czech Republic and in London) and scientific meetings at the Faculty of Management and Economics of Services, University of Szczecin;

- I took part in conferences devoted to education and promoting education in Prague, Barcelona and Athens;
- I was a member of the Recruiting Committee for stationary and extramural studies at the Faculty of Management and Economics of Services, University of Szczecin in the years 2007 – 2008;
- I reviewed 40 scientific works in Polish and in English for the University of Gdańsk, University in Žilin, University of Szczecin, Szczecin University of Technology, institution in the Czech Republic, and for international publishers mentioned;
- I was a co-author of workshops "*How to start a business in Poland („Jak założyć działalność gospodarczą w Polsce)(procedures, taxes, forms of employment, business plan)*" co-authors – Dr Anna Drab – Kurowska, Dr Karolina Drela "*Financial analysis for enterprises*" ("*Analiza finansowa dla przedsiębiorstw*" – co-author Dr Anna Surmacz and I co-worked at consultations on the international training program *LIFE* within the frames of comm-on-lab at the Faculty of Management and Economics of Services (11th West Pomeranian Festival of Science, 2011);
- I was a tutor of the Student Scientific Circle *Inceptum* at the Institute of Enterprises Economics, University of Szczecin (2011 – 2013);
- I was member of the working group for implementation of e-learning at the Faculty of Management and Economics of Services University of Szczecin;
- I was a co-worker at the Institute of Enterprises Economics and the Promotion Centre of the Faculty of Management and Economics of Services, University of Szczecin;
- I was a representative of the Institute of Enterprises Economics in the project of the Faculty of Management and Economics of Services, University of Szczecin *Inter lab*.

Aneta Sokół
Szczecin, 21.09.2017