



TAKE 2023

HOSTED BY

SOPOT UNIVERSITY OF APPLIED SCIENCES, POLAND



SOPOT UNIVERSITY
OF APPLIED SCIENCES

28TH – 30TH JUNE 2023



PREVISIONAL PROGRAMME

ALL TIMES GMT+ 2 Sopot time – as in Central Europe

Wednesday, 28th June 2023	
8:30	Registration opens
9:00	Opening Session
9:15	Keynote Speech
10.15	Coffee Break
10.30	Parallel Sessions
12:30	Lunch
14:00	Special Session: Chat GPT and Intangibles
15:00	Parallel Sessions
16:30	Coffee Break
17:00	Parallel Sessions
18:00	End of Conference Day

Thursday, 29th June 2023	
9:00	Keynote Speech
10:00	Coffee Break
10:30	Parallel Sessions
12:30	Lunch
14:00	Visit to Gdansk University
15:00	Debate on Intangible Science
17:00	End of Conference Day
19:00	Gala Dinner
Friday, 30th June 2023	
9:00	Parallel Sessions
10:30	Coffee Break – Poster Sessions
11:30	Parallel Session
13:00	Final remarks and presentation of TAKE 2024
13:30	Close of Conference
14:00	Lunch

Wednesday, 28 th June 2023				
8:30	Registration opens			
9:00	Opening Ceremony	Prof. dr Teresa Martyniuk - Rector Sopot University of Applied Sciences Prof dr. Anna Szymczak - Prorector for Development and Education Prof dr Joanna Pioch – Dean of the Faculty of Economics and Finance Prof. dr Joanna Małeczka - Poznan University of Technology Eduardo Tomé – TAKE Organization		
9:15	Keynote Speech Nik Gowing	To Think the Unthinkable in 2023		
10:15	Coffee Break			
10:30	Human Resources	Innovation and Entrepreneurship	Covid Economy	Knowledge Management (Online)
10:30	Company culture as an asset. Knowledge-Learning-Collaboration culture approach for sustainability Wioleta Kucharska Denise A.D. Bedford	Trends of energy changes in the European Union in the context of the ongoing crises Joanna Pioch Mariusz Chmielewski Joanna Sozynska-Budny	Managing Change in the Post Covid Pandemic World Alvin Oh	From Knowledge to Wisdom: Looking beyond the Knowledge Hierarchy Constantin Bratianu Ruxandra Bejinaru
11:00	Pasteur's Quadrant Peter Sharp	Energy and environmental challenges in a new digitalized world addressed by Microelectronics Research & Development and Training Olivier Bonnaid	Tacit knowledge during disruptive times: how well did we share and preserve tacit knowledge during and after the COVID-19 pandemic and why? Kimiz Dalkhir Rebekah Wilson	The effect of knowledge hiding on job creativity: work ethics as a mediating variable Radwan Kharabsheh and Dalal Al Ali
11:30	Assessing the Human Resource Development Crisis Management with Training: Strategies Developed for New and Returning Expatriates Bob Barrett	Eco-innovation activity in Central and Eastern European Countries (CEECs) and possibilities to support it by eco-innovation policy. Janusz Rosieck	Analyzing the Impact of COVID-19 Pandemic on the Value of Intellectual Capital in Companies Adhering to International Financial Reporting Standards (IFRS) Veronica Grosu, Iulian Dascalu, Gabriela Cosmulese, Corina Petrescu and Sorinel-Toderas Siretean	A Conceptual Theoretical Framework for Knowledge Sharing on Digital Platform: the role of knowledge leaders Rachel Barker
12:00	Andrej Bergar Usability of E-Negotiation and Group Decision-Making Procedures in Industry 4.0/5.0 Business Processes and Supply Chains	Key factors in the management of public-private partnership projects in the preparation and implementation phases of the procedure and the effectiveness of the procedures announced in Poland Arkadiusz Borowiec	Testing the impairment level of the overall value of companies under the effect of overlapping crises Anamaria Geanina Macovei, Elena Hlaciuc, Ancuta-Anisia Chelba, Mihaela-Ionela Socoliuc and Simona Brinzaru	The effect of Covid 19 pandemic on the speed of transition from traditional to remote work in SMEs in the insurance sector in Bahrain Radwan Kharabsheh May Abdulaziz
12:30	Lunch break			

14:00	Special Session: Chat GTP - a revolution for Intangible Science?			
15:00	Education :	Technology	Gender	PhD Colloquium <i>Chairs: Anthony Wensley Julee Hafner and William Hafner Online</i>
15:00	Erasmus students and the development of human capital: motives, benefits and barriers Diana Costa Eduardo Tomé	Jung's collective unconscious in a lawless AI present Daniela Oliveira	Analysis of gender inequality in Polish companies Anna Golec Joanna Pioch Joanna Soszynska-Budny	PhD colloquium
15:30	Knowledge hiding in team settings: team dimensions as contingency factors Talshyn Tokyzhanova Samuel Foli Susanne Durst	Artificial intelligence and computing clouds in the digital business transformation of the green smart city Honorata Balcka	Women in science. An attempt to go beyond the stereotype Aldona Małgorzata Dereń jan.skoniczny	PhD colloquium
16:00	Inclusive Education Marisa Canastra	Critical Thinking Skills in Higher Education – a model for curriculum evaluation Johan Kinghorn	Does the employer's gender matter when hiring people with disabilities? Joanna Małecka and Dominik Czerkawski	PhD colloquium
16:30	Coffee Break			
17:00	Education:	Branding e+	Discrimination	PhD Colloquium <i>Chairs: Anthony Wensley Julee Hafner and William Hafner Online</i>
17:00	What do you want me to teach you Eduardo Tomé	The influence of color in the decision making process: Luxury brands Ana Gonçalves Luisa Martinez Filipe Ramos	Gender inequality in employment opportunities, unconscious bias in the recruitment process in Poland Marlene Amorim, Lorena Bastos, Fatemeh Saghezchi, Mario Rodrigues, Marta Ferreira Dias and Cláudia Silva	PhD colloquium
17:30	Talent Analysis Model in Small and Medium Enterprises Ricardo Perpétuo and Gabriel Pestana	Communication about rebranding: the case of Polish listed companies Justyna Fijałkowska, Dominika Hadro and Barbara Mróz	FIFTY SHADES OF WELCOME: LGBTQ+ AND THE CHRISTIAN CHURCH Julia Claxton	PhD colloquium
18:00	Close of Conference Day. Night out in Sopot			

Thursday 29th June 2023

9:00	Keynote Speaker Katarzyna Tracz-Krupa	THROUGH THE LENS OF EVIDENCE: A CRITICAL OVERVIEW OF THE SOURCES PROS AND CONS AND A WAY FORWARD		
10:00	Coffee Break			
10:30	Ethics	Human Resource Management:	Knowledge Management: Session Chair:	Strategies (Online)
10:30	The Future of Universities – an ethical question Eduardp Tomé Elizaveta Gomova	“I want to keep working for this company”. The employer brand attractiveness and its effect on employee satisfaction, WOM and intention to stay: the case of online and hybrid workspaces Joanna Santiago and Justyna Fijalkowska	The relationship between data and knowledge: some considerations about machine learning and emerging technologies Daniela Oliveira	Impact of Climate change on the Economy of Pakistan Dr Qais Aslam and Javaria Qais Joiya
11:00	Ethics and Performance Management (PM) Structures: A Case Study Darlene Russ.Eft and Jena Otec	Investigating the Effect of Horizontal and Vertical Individualistic and Collectivistic Cultural Values on Maximizing and Satisficing Entrepreneurial Decision-Making in the US and Slovenia: Study 2 Daniela Dimitrov, Jana Hojmik and Brandon Soltwish	Effective Management of Community Sustainability Knowledge Scott Erikson	Personal Knowledge Management the ever under-researched discipline in KM: some thoughts on Spiritual Knowledge Management and Personal Knowledge Management Alexander Kaiser
11:30	Selective knowledge hiding: How national and organizational culture, mental models, type of knowledge and relationships affect whether to share or hide Radwan Kharabsheh	Dissemination of Data on Practices in HRD /HRM As stated by Professionals over a Period of 10 years Bassou El Mansour	DESIGNING A GOODWILL ASSESSMENT MODEL FOR COMPANIES APPLYING INTEGRATED REPORTING Marian Socoliuc, Anatol Melega, Marius-Sorin Ciubotariu, Cristina-Gabriela Cosmulese and Veronica Grosu	Mixed Methods Study of Adolescent Career Purpose Development Christine D’Amico Dacey Bashaw Lisa Kearns
12:00	Excellence in Management Consulting – Viewpoint of Ethics and Responsibilities in the Client-Consultant Relationship Ilse Ennsfelner	Quiet quitting and its link with knowledge risk in organizations – theoretical insights. Martyna Gonsiorowska and Malgorzata Zieba	Reporting of contemporary business in the area of social responsibility Natalia Ostapiuk, Anna Chmielecka and Wojciech Błaszczkows	The Importance of Leadership in Telework Implementation Jaime Santos João Farinha
13:00	Lunch			
14:00	Visit to Gdansk University			
15:00	Debate on Intangible Science	Beata Krawczyk-Bryłka Constantin Bratianu Darlene Russ-Eft,	Michał T. Tomczak Piotr Witek Susanne Durst	
17:00	Close of Conference Work day			
19:00	Gala Dinner			

Friday 30 th June 2023				
11:30	Economics	Human Resources	Knowledge Management and Intellectual Capital	Human Aspects Online
9:00	A physical internet solution to ignite circular economies in logistics industries Gerald Schneikart and Walter Mayrhofer	Determinants of female economic activity in Poland Joanna Małecka Natalia Kapielska	Knowledge practices for financial management of small and medium-sized listed Companies Aneta Esjmont	How can a leaders values influence the internal and external image of an organization: the case of AIESE Cidalia Oliveira, Rita Leite, Margarida Rodrigues e Nayra Martins
9:30	Knowledge Management as a key to sustainable development? Implications from a German-Cuban higher education partnership project Gaby Neumann Igor Lopes Martinez	Development of LGBTQ Policies for Cadet Forces: where is the LGBTQ voice? Goodchild, Joanne Julia Claxton	Compliance and conversion. The process of minority and majority influence Madeleine Block	Reflection of a life of coach and teaching João Paulo Pereira
10:00	Lifelong learning as the basis of customer service improvement in car service centers Blaženka Knežević, Ivana Marić, Marko Muža	The analysis of baseline ICT skills of public servants and an investigation of future ICT skills needs for the South African public service sector. Agnieta Pretorius	Three-level Centres of Professional Excellence and why universities provide a critical success factor in these Centres. Heidrun Bichler-Ripfel	Sustainability in Civil Aviation: a Case Study Eliana Mendes
10:30	Coffee Break / Poster Session			
11:30	Economics	Soft Skills	Knowledge Management and Intellectual Capital	Human Aspects
11:30	Patent strategies as a factor in building an organizations competitiveness Aldona Deren	Soft skills among academics: Five theoretically informed lessons for current times Małgorzata Gawrycka	Professors' vs. Students' Perception Towards E-learning in the Field of Business Administration Blaženka Knežević	TBA
12:00	Innovation in the service of the environment: Towards a better comprehension of the determinants for SMEs' adoption of eco-innovations. Sarrah Ben Farah	Predicting emergency severity index and hospitalisation using data-driven machine learning analytics Steve Agius Vincent Cassar Sulaf Assi Dhiya Al-Jumeily , Frank Bezzina	Bridging the gap between nursing theory and practice: patient safety in the U.K. NHS Sarah Graham	TBA
12:30	Ilona Heldal Challenges for technology development in education necessitating validations from health	The importance of the role of time in the process of adaptation of traditional expatriates. Gabriela Strzelec	RETHINKING NON-GOVERNMENTAL ORGANIZATIONS – AT THE CROSSROAD OF ECONOMICS AND CIVIL SOCIETY Mikołaj Haczewski	TBA
13:00	Final Remarks and Presentation of TAKE 202			
13:30	Close of Conference			
14:00	Lunch			

