

PRACE NAUKOWE

Uniwersytetu Ekonomicznego we Wrocławiu

RESEARCH PAPERS

of Wrocław University of Economics

Nr 449

Ekonomia



Wydawnictwo Uniwersytetu Ekonomicznego we Wrocławiu
Wrocław 2016

Redakcja wydawnicza: Joanna Świrski-Korłub, Jadwiga Marcinek

Redakcja techniczna i korekta: Barbara Łopusiewicz

Łamanie: Beata Mazur

Projekt okładki: Beata Dębska

Informacje o naborze artykułów i zasadach recenzowania
znajdują się na stronach internetowych

www.pracnaukowe.ue.wroc.pl

www.wydawnictwo.ue.wroc.pl

Publikacja udostępniona na licencji Creative Commons

Uznanie autorstwa-Użycie niekomercyjne-Bez utworów zależnych 3.0 Polska
(CC BY-NC-ND 3.0 PL)



© Copyright by Uniwersytet Ekonomiczny we Wrocławiu
Wrocław 2016

ISSN 1899-3192

e-ISSN 2392-0041

ISBN 978-83-7695-616-9

Wersja pierwotna: publikacja drukowana

Zamówienia na opublikowane prace należy składać na adres:

Wydawnictwo Uniwersytetu Ekonomicznego we Wrocławiu

ul. Komandorska 118/120, 53-345 Wrocław

tel./fax 71 36 80 602; e-mail: econbook@ue.wroc.pl

www.ksiegarnia.ue.wroc.pl

Druk i oprawa: TOTEM

Spis treści

Wstęp	11
Piotr Adamczewski: Organizacje inteligentne w rozwoju społeczeństwa wiedzy / Intelligent organizations in the development of knowledge society	13
Maciej Banasik: Siła demokracji a władza finansjery na przykładzie kryzysu w Grecji / The strength of democracy vs. the power of high finance on the example of the crisis in Greece	23
Paweł Białynicki-Birula, Łukasz Mamica: Uwarunkowania i efekty polityki przemysłowej w świetle neoweberowskiej koncepcji państwa / Determinants and effects of industrial policy in the context of the neoweberian state model	40
Jan Borowiec: Integracja handlowa jako determinanta synchronizacji cykli koniunkturalnych w strefie euro / Trade integration as a determinant of business cycles synchronization in the Euro Area	52
Malgorzata Bułkowska: Potencjalny wpływ bilateralnych umów handlowych na wzrost gospodarczy UE – przewidywane skutki dla polskiego sektora rolno-spożywczego / Potential impact of the bilateral trade agreements on the economic growth in the EU – expected consequences for the Polish agri-food sector	61
Sławomir Czetwertyński: Produkcja partnerska a nieformalny obrót cyfrowymi dobrami informacyjnymi / Peer production vs. informal distribution of digital information goods	72
Ireneusz Dąbrowski: Mechanizmy sprzężeń zwrotnych i ujęcie cybernetyczne w ekonomii / Feedbacks and cybernetic coverage in economics	86
Tomasz Dębowski: Polityka regionalna Unii Europejskiej w Polsce – teraźniejszość i przyszłość / Regional policy of the European Union in Poland – present and future	96
Wirginia Doryń: Innowacyjność sektora niskiej techniki w krajach Unii Europejskiej – analiza porównawcza / Innovation of the low technology sector in the European Union – a comparative analysis	109
Karolina Dreła: Prekariat – kierunki zmian i wpływ na rynek pracy / Precariat – directions of changes and impact on the labour market	118
Monika Fabińska: Droga kobiet do sukcesu biznesowego w dobie polityki równych szans / Women’s road to business success in the era of equal opportunities policy	130

Maria Fic, Daniel Fic, Edyta Ropuszyńska-Surma: Społeczno-ekonomiczne ograniczenia rozwoju gospodarczego Polski w kontekście pułapki średniego dochodu / Socio-economic constraints of the Polish economic growth in context of the middle-income trap	142
Paweł Głodek: Proces komercjalizacji wiedzy a struktury uczelni wyższej – ujęcie modelowe / Process of knowledge commercialization and university organisational units – model approach.....	155
Aleksandra Grabowska-Powaga: Uwarunkowania kształtowania kapitału społecznego – odniesienia do Polski / Factors that influence social capital – references to Poland.....	169
Alina Grynia: Poziom oraz struktura finansowania działalności badawczo-rozwojowej na Litwie na tle pozostałych krajów UE / Level and structure of investment in research and development in Lithuania in comparison with other countries	177
Mariusz Hamulczuk, Jakub Kraciuk: Procesy globalizacji a wzrost gospodarczy w krajach europejskich / Globalisation processes vs. economic growth in the European countries	191
Anna Horodecka, Liudmyła Vozna: The vulnerability of the labor market as the effect of the human motivation to work / Wrażliwość rynku pracy jako skutek motywacji człowieka do pracy	207
Agata Jakubowska: Instytucjonalne podłoże relacji podmiotów funkcjonujących na rynku / Institutional background of relations between entities on the market	216
Ewa Jaska: Uwarunkowania makroekonomiczne rozwoju rynku reklamy medialnej w Polsce / Macroeconomic conditions for the development of media advertising market in Poland	224
Michał Jurek: Społeczna odpowiedzialność biznesu – ewolucja koncepcji i jej znaczenia / Corporate social responsibility – evolution of the concept and its importance.....	234
Renata Karkowska, Igor Kravchuk: Struktura inwestorów na GPW w Warszawie w kontekście zmian makroekonomicznych i rynkowych / Structure of investors in the Warsaw Stock Exchange in the context of macroeconomic and market changes.....	246
Grażyna Karmowska: Analiza i ocena poziomu ekoinnowacji w nowych krajach członkowskich Unii Europejskiej / Analysis and assessment of the level of eco-innovation in the new member countries of the European Union	257
Dariusz Kielczewski: Racjonalność człowieka gospodarującego w ujęciu koncepcji <i>homo sustinens</i> / Rationality of managing man in the concept of <i>homo sustinens</i>	269

Krystyna Kietlińska: Rola powiatowych urzędów pracy w przeciwdziałaniu bezrobociu w Polsce / The role of district labour offices of work in counter-acting unemployment in Poland	277
Aneta Kisiel: Kształtowanie kapitału ludzkiego – wybrane problemy / Human capital shaping – selected issues	289
Dariusz Klimek: Funkcja ekonomiczna imigracji na polskim rynku pracy / The economic function of immigration on the Polish labor market	300
Paweł Kocoń: Zarządzanie informacją – utajnianiem i ujawnianiem – jako funkcja zarządzania publicznego / Managing the information – encryption and disclosure – as public management functions	310
Anna Kozłowska, Agnieszka Szczepowska-Flis: Weryfikacja hipotezy schumpeterowskiej w kontekście rodzajowej struktury wdrażanych innowacji / Verification of Schumpeterian hypothesis in the context of generic structure of innovations	319
Anna Kozłowska, Agnieszka Szczepowska-Flis: Wpływ wybranych warunków działalności gospodarczej na aktywność innowacyjną przedsiębiorstw / Influence of chosen conditions of economic activity on innovation activity of enterprises	329
Joanna Kudelko: Nowy paradygmat rozwoju w realizacji polityki spójności / New paradigm of development in the implementation of cohesion policy	340
Wojciech Leoński: Rola państwa i instytucji rządowych w promowaniu koncepcji społecznej odpowiedzialności biznesu w Polsce / The role of the state and government agencies in promoting the concept of corporate social responsibility in Poland	350
Renata Lisowska: Kształtowanie przewagi konkurencyjnej małych i średnich przedsiębiorstw poprzez wykorzystanie wzornictwa przemysłowego – doświadczenia województwa wielkopolskiego / Shaping the competitive advantage of small and medium-sized enterprises through the use of industrial design – experience of the Wielkopolskie Voivodeship	358
Irena Łącka: Wkład uczelni i instytutów badawczych w ochronę własności przemysłowej w Polsce w latach 2009-2014 / Input of universities and research institutes on the protection of industrial property in Poland between 2009 and 2014	368
Agnieszka Malkowska: Eksport województwa zachodniopomorskiego – charakterystyka i znaczenie dla regionu / Exports in Zachodniopomorskie Voivodeship – profile and significance for the region	381
Natalia Mańkowska: Usługi e-administracji a konkurencyjność międzynarodowa w wymiarze instytucjonalnym / E-government services and institutional competitiveness	392
Grażyna Michalczuk, Julita Fiedorczyk: Kapitał intelektualny kraju (NIC) – konceptualizacja podejść / National intellectual capital (NIC) – the conceptualization of approach	402

Michał Michorowski, Artur Pollok, Bogumiła Szopa: Przeobrażenia w sferze dochodów gospodarstw domowych w Polsce według grup społeczno-ekonomicznych w latach 1993-2014 / Transformations in household incomes in Poland by socioeconomic groups in 1993-2014	412
Dorota Milek: Przestrzenne zróżnicowanie innowacyjności polskich regionów / Spatial diversity of Polish regions innovativeness	424
Bogumiła Mucha-Leszko: Przyczyny słabego ożywienia koniunktury gospodarczej w strefie euro w świetle hipotezy o nowej sekularnej stagnacji / Causes of the Eurozone's slow economic recovery in the light of new secular stagnation hypothesis	436
Rafał Nagaj: Działania zbiorowe i na rzecz innych – analiza porównawcza polskich, litewskich i hiszpańskich studentów / Collective actions and helping others – comparative analysis of Polish, Lithuanian and Spanish student)	450
Paulina Nowak: Regionalne zróżnicowania poziomu nasycenia w ośrodki innowacji i przedsiębiorczości / Regional variation in the level of saturation in the centers of innovation and entrepreneurship	462
Robert Pietrzykowski: Rozwój gospodarczy państw Europy Środkowej i Wschodniej jako członków Unii Europejskiej / Economic development of countries of Central and Eastern Europe as members of the European Union	476
Elżbieta Pohulak-Żołędowska, Arkadiusz Żabiński: Wykorzystanie idei otwartych innowacji we współczesnych gospodarkach / Open innovation concept in contemporary economies	487
Gabriela Przesławska: Otoczenie instytucjonalne jako czynnik międzynarodowej konkurencyjności kraju oraz inkluzywnego wzrostu / Institutional environment as a factor of country's international competitiveness and inclusive growth.....	498
Malgorzata Raczkowska: Jakość życia w krajach Unii Europejskiej / Quality of life in the European Union	511
Anna Rutkowska-Gurak: Refleksje nad metodologią nauk ekonomicznych / Reflections on the methodology of economic sciences	522
Stanisław Swadźba: Wzrost gospodarczy krajów Azji Południowo-Wschodniej i Unii Europejskiej. Analiza porównawcza / The economic growth of South-East Asia and the European Union. Comparative analysis	536
Anna Sworowska: Współpraca patentowa nauki i biznesu na przykładzie województwa podkarpackiego – analiza sieci / Network analysis of patent cooperation between science and business – the case of Subcarpathian region	547
Monika Szafrąńska, Renata Matysik-Pejas: Społeczna odpowiedzialność banków komercyjnych w Polsce wobec środowiska naturalnego / Corpo-	

rate social responsibility of commercial banks in Poland towards the natural environment.....	559
Piotr Szkudlarek: Płeć studentów a ich aktywność społeczna w świetle badań nad kapitałem społecznym / Sex of students and their social activity in the light of research into the social capital	573
Agnieszka Szulc: Instytucje formalne i nieformalne na rynku pracy w Polsce / Formal and informal institutions on the labour market in Poland	584
Andrzej Szuwarzyński: Porównanie efektywności działalności badawczo-rozwojowej w krajach OECD / Comparison of efficiency of research and development in OECD countries	595
Magdalena Szyszko: Oczekiwania bliskie racjonalnym? Współczesne koncepcje kształtowania oczekiwań uczestników rynku / Bounded rationality of expectations? Modern hypotheses of expectations formation of market participants.....	606
Ewa Ślęzak: Migracje Polaków po 2004 roku a gospodarstwa domowe – implikacje teoretyczne i praktyczne / Migrations of the Polish after 2004 vs. the households – theoretical and practical implications	616
Mirosława Tereszczuk: Instrumenty polityki handlowej Unii Europejskiej a polski handel zagraniczny produktami rolno-spożywczymi / Trade policy instruments of the European Union versus the Polish foreign trade in agricultural products	627
Agnieszka Tomczak: Polityka monetarna i fiskalna w warunkach wysokiego zadłużenia / Monetary and fiscal policy in the conditions of considerable indebtedness.....	639
Katarzyna Twarowska: Efekty międzynarodowej koordynacji polityki walutowej w latach 1978-2015 / Effects of international monetary policy coordination in the period 1978-2015.....	652
Zuzanna Urbanowicz: Simulation analysis of the degree of inadequacy in the single monetary policy for the EU economy outside the euro zone / Symulacyjna analiza stopnia nieadekwatności jednolitej polityki pieniężnej dla unijnej gospodarki spoza strefy euro	665
Grażyna Węgrzyn: Absolwenci na europejskim rynku pracy – analiza porównawcza / University graduates at European labour market – comparative analysis	675
Danuta Witczak-Roszkowska: Kapitał społeczny polskich regionów / Social capital of Polish regions.....	686
Katarzyna Włodarczyk: Serwicyzacja konsumpcji w polskich gospodarstwach domowych / Servicization of consumption in Polish households.....	699
Renata Wojciechowska: Between economic triumphalism and anti-economism / Między tryumfalizmem ekonomicznym a antyeconomizmem	709

Malgorzata Wosiek: Migracje międzynarodowe w procesach dostosowawczych na rynkach pracy krajów UE w czasie kryzysu / International migration in the labour market adjustment processes in the EU countries during the crisis	718
Urszula Zagóra-Jonszta: Dwugłos klasyków francuskich na temat podatków – Bastiat i Sismondi / Two voices of French classics about taxes – Bastiat and Sismondi	730
Malgorzata Zielenkiewicz: Konkurencyjność krajów UE w świetle globalnego kryzysu finansowego / Competitiveness of the EU countries in the context of the global financial crisis	740

Wstęp

Z wielką przyjemnością oddajemy do Państwa rąk publikację pt. „Ekonomia”, wydaną w ramach Prac Naukowych Uniwersytetu Ekonomicznego we Wrocławiu. Opracowanie składa się z 65 artykułów, w których autorzy prezentują wyniki badań w czterech obszarach problemowych analizowanych na poziomie mikro- i makroekonomicznym.

Pierwszy obszar przedstawia rozważania dotyczące rynku pracy i instytucji rynku pracy, a także roli kapitału ludzkiego w gospodarce. Znalazły się tutaj wyniki badań na temat np.: roli urzędów pracy w przeciwdziałaniu bezrobociu, wpływu instytucji formalnych i nieformalnych na rynek pracy, zjawiska prekariatu, sytuacji kobiet na rynku pracy w dobie polityki równych szans czy pozycji absolwentów na europejskim rynku pracy. Drugi obszar dotyczy problemów makroekonomicznych współczesnych gospodarek, często ukazywanych w kontekście analizy sytuacji Polski na tle innych krajów unijnych. W tej grupie artykułów zaprezentowano wyniki analiz dotyczących m.in.: interwencjonizmu monetarnego i fiskalnego w warunkach wysokiego zadłużenia, polityki monetarnej i fiskalnej w krajach unijnych, ograniczeń wzrostu i rozwoju gospodarczego, innowacyjności i przedsiębiorczości, działalności badawczo-rozwojowej oraz roli kapitału intelektualnego kraju. Trzeci obszar tematyczny prezentowanej publikacji stanowią aspekty mikroekonomiczne, omawiając je np. dokonano analizy relacji podmiotów funkcjonujących na rynku, poddano ocenie przeobrażenia w sferze dochodów gospodarstw domowych czy opisano wpływ migracji na gospodarstwa domowe w Polsce. Czwarty obszar obejmuje zaś opracowania dotyczące fundamentów ekonomii, m.in. racjonalności człowieka w ujęciu *homo sustinens*, nowych paradygmatów rozwoju, refleksji nad metodologią nauk ekonomicznych, koncepcji kształtowania oczekiwań uczestników rynku czy analiz poglądów klasyków francuskich na temat podatków.

Książka przeznaczona jest dla pracowników naukowych szkół wyższych, specjalistów w praktyce zajmujących się problematyką ekonomiczną, studentów studiów ekonomicznych oraz słuchaczy studiów podyplomowych i doktoranckich.

Artykuły składające się na niniejszą książkę były recenzowane przez samodzielnych pracowników nauki, w większości kierowników katedr ekonomii. Chcielibyśmy serdecznie podziękować za wnikliwe i rzetelne recenzje, często inspirujące do dalszych badań. Oddając powyższą publikację do rąk naszych Czytelników, wyrażamy jednocześnie nadzieję, że ze względu na jej wszechstronny charakter spotka się ona z zainteresowaniem i przyczyni do rozpoczęcia inspirujących dyskusji.

Jerzy Sokołowski

Anna Horodecka

Warsaw School of Economics
e-mail: ahorod@sgh.waw.pl

Liudmyla Vozna

Independent researcher, Ukraine
e-mail: ludmila.vozna@gmail.com

THE VULNERABILITY OF THE LABOR MARKET AS THE EFFECT OF THE HUMAN MOTIVATION TO WORK

WRAŻLIWOŚĆ RYNKU PRACY JAKO SKUTEK MOTYWACJI CZŁOWIEKA DO PRACY

DOI: 10.15611/pn.2016.449.17

JEL Classification: J2, J3, J4, J5, J6

Summary: The article deals with the problem of simple economic motivation in its connection with instability of labour market. Applying the cobweb theorem, we demonstrate that the dominance of the wage in work motivation must increase the risks for the labour market stability. The article attempts to connect the problem of the labour market stability with the concepts of human nature (CHN), as the different types of CHNs correspond to different types of economic behaviour and thus work motivation. In particular, the article proposes to compare the concepts of economic and psychoanalytical men with such an aspect of market instability as asymmetric information, while the concepts of social and humanistic men to compare with some institutional aspects of labour market regulation.

Keywords: work motivation, labor market, cobweb theorem, market stability.

Streszczenie: Artykuł zajmuje się problemem prostej motywacji ekonomicznej i jej powiązaniem z niestabilnością rynku pracy. Stosując model pajęczynowy, pokazujemy, że dominacja płacy jako środka motywacji do pracy musi zwiększyć ryzyko dla stabilności rynku pracy. W artykule wiąże się problem stabilności rynku pracy z koncepcją natury ludzkiej, w tym sensie, że różne koncepcje człowieka odpowiadają różnym rodzajom zachowań ekonomicznych, a przez to motywacji. W szczególności proponuje się w artykule porównanie koncepcji człowieka ekonomicznego i psychoanalitycznego z takim aspektem niestabilności rynkowej, jak asymetria informacji, podczas gdy koncepcje człowieka społecznego i humanistycznego z wybranymi aspektami instytucjonalnych regulacji rynku pracy.

Słowa kluczowe: motywacja do pracy, rynek pracy, model pajęczyny, stabilność rynku.

*Hide not your talents,
they for use were made, What's a sundial in the shade?*

Benjamin Franklin

1. Introduction

Similarly as K. Marx divided the capitalistic society into the class of exploiters and the exploited class, ignoring other social groups, economists tend to oppose labour and leisure. In this case, they identify labour with pain while leisure is identified with pleasure. But if we observe the lives of great scholars, artists or entrepreneurs, we will not find such a dividing line. For the geniuses of Leonardo da Vinci's type, the joy and the pain of creative work are intertwined as the DNA double helix. Ordinary people might not seem to know this phenomenon: as simple wagedworkers they wait with impatience for the end of a working day as well as for a weekend. Such expectations of workers are in a harmonic agreement with Marxian theory, which asserts that workers, being alienated from the means of production, are alienated as well from the means of subsistence and, thus, they are induced to supply their labour power on the labour market and to work for the acquisition of these means of subsistence [Marx 2000]. It seems that Marxian employees only work for the sake of the receipt of their salaries and have no other work motives. Is this true?

Actually, different motivation theories assert that work motivation depends on various factors [Pinder 2008]. It is sufficient to mention such classical concepts as Abraham Maslow's hierarchy of needs [Maslow 1943], the two-factor theory of job satisfaction of Frederick Herzberg [1964] and more recent research such as publications devoted to work motivation depending on age, particularly, in later adulthood [Bal et al. 2012; Kanfer et al. 2012; StamoV-Roßnagel 2015], factors related to social service workers' job satisfaction [Smith, Shields 2013], and others.

Work motivation is one of the most important topics in organizational science [Pinder 2008, p. 9]. However, we offer to consider this issue from the macroeconomic point of view. In particular, we intend to prove that the predominance of the simple economic motivation of employees undermines the stability of labour markets they deal with. To make this conclusion, we use the cobweb theorem and the methodological approach, concerning the stability of economic systems, proposed by one of co-authors of this article in previous publications [Vozna 2013, Voznaya 2014]. We also apply the concepts of human nature (CHN) elaborated in the frames of the project "Transformation of the Image of Man in Contemporary Economics" [Horodecka 2016 (in publishing)], which took form of some articles [as for instance: Horodecka 2015b; Horodecka, Martowska 2014a; Horodecka 2015a].

2. The excessive orientation on a wage: the cobweb model

The prominent physicist Lev Landau said that a person can be a good specialist, even if he/she does not like his/her profession, but it is not true regarding science and arts: if a person works in the sphere of science or art, and works without soul, he/she can be only a mediocre in his/her profession. At the same time Landau considered the human labour as an important component of human happiness [Ryndina 2004]. We suppose the great physicist meant more creative work than any type of labour: if the fate had bestowed him to work in a Stalinist collective farm ('kolhoz') as a serf, it is doubtful that such work would have brought him happiness.

We can assume that Landau was wrong, connecting a soul with professionalism only for science and arts. A medical doctor who does not like his/her profession risks to be a mediocre doctor. The teacher who is indifferent to his/her students, can hardly be a good teacher. Even a farmer who does not like the land he/she works on, risks gathering the worse crops than those farmers who put love into their work. But let us leave aside the existential side of the question and imagine that people on the labour market are motivated by a wage only. What will happen on such a market from the pure economic point of view?

If a person in the choice of a profession or a job is motivated exclusively by a wage, the different types of professional activity (for him/her) mean potentially the mutual substitution of these activities. In other words, he/she does not care what to do precisely, either to teach children or to cook a pizza or to launch rockets into space. If there were no educational or any other barriers, such a person could easily change his/her place of a job and a sphere of activity. If we imagine the specific ratio between a wage and a "soul" in the labour motivation and thus suppose, *ceteris paribus*, the growth of this ratio in the favour of a wage, the curve of supply, that characterises a labour market, must be shifted in the more elastic position (Fig. 1.2) in the comparison with the original position (Fig. 1.1).

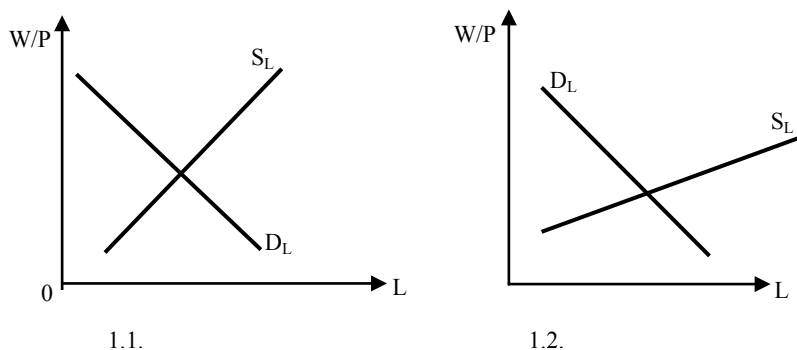


Fig. 1. The curves of supply and demand on the labour market

Source: [Voznaya 2014].

However, in this case there is a high probability that the curve of supply reaches a more elastic position than the curve of demand does. This feature of a new mutual disposition of S-D curves is very important from the point of view of a market stability perspective. To make this conclusion we can use first of all the cobweb theorem, which reflects the “basic idea of carrying successive production, price, and production readjustments back and forth between the supply and demand curves” [Ezekiel 1938, p. 256] and regards, in particular, the cases of continuous fluctuation, divergent fluctuation and convergent fluctuation.

Among the first economists, who presented and used this model, were Henry Schultz, Jan Tinbergen, Umberto Ricci, Nicholas Kaldor, Wassily Leontief and Mordecai Ezekiel [Ezekiel 1938]. The early cobweb models were applied primarily to explain the cyclic fluctuations of production and prices for some farming products such as corn, potato, hogs, milk cows, etc. The modern cobweb models are more sophisticated, being used not only for simple commodity markets (see, for example, the cobweb model for a labour market in [Freeman 1976]), and also dealing with nonlinear dynamics theory (for instance, [Hommes 1991; Chiarella 1988] and others). In this article we apply the simple cobweb model and its general conclusions concerning the character of market stability. Thus, we use this model as a crucial instrument for our intellectual experiment, which aims to reveal a connection between work motivation and labour market stability.

In the figure with the curves of demand and supply, the cobweb path describes the fluctuation of a price, supply and demand on the competitive market of a certain good under conditions when, firstly, a price is being formed under influence of supply and demand; secondly, there is a time lag in the process of sellers' adaptation to demand and, thus, the supply (quantity of production) in the current period t depends on the commodity price in the previous period ($t-1$). According to the cobweb model, in the case when the elasticity of demand is greater than the elasticity of supply, the convergent fluctuation occurs (Fig. 2.1); the divergent fluctuation takes place when the elasticity of supply is greater than the elasticity of demand (Fig. 2.2). In its turn, we can compare these types of fluctuation with stable and unstable equilibrium.

To understand better the difference between stable and unstable equilibriums, let us imagine a ball on the concave surface and on the convex surface. The first situation refers to stable, the other to the unstable equilibrium. As in the example with a ball on the concave surface, in the case of the convergent market fluctuation, the point of equilibrium in the intersection of supply and demand curves can be characterized as a stable because, as it is demonstrated in Figure 2.1, the deviation from the equilibrium point causes the back movement of a price, supply and demand to the equilibrium point. In the case of divergent fluctuation, the slightest deviation from the equilibrium point causes the movement of wages, supply and demand further and further from this point (Fig. 2.2). Thus the convergent case corresponds to the stable market equilibrium.

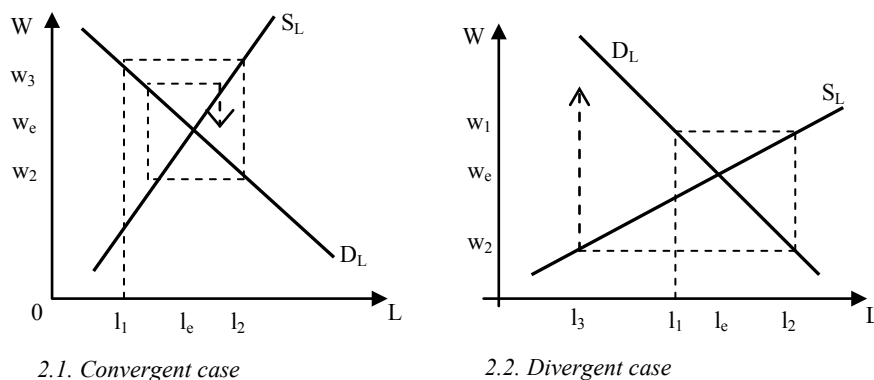


Fig. 2. Cobweb model

Source: [Allen 1956; Ezekiel 1938].

Combining the basic theses of the cobweb theorem and our example with labour market, we can conclude that increasing wage elasticity of labour supply diminishes the stability of this market. Of course, we cannot consider the conclusion of the cobweb model as absolute, at least, because this model is based on the assumption about a flexible and competitive market. Anyway it is the fruitful source for the reflections about fragility of the price mechanism as a market regulator. Analogically, the cobweb theorem raises the question about the restrictions of the wage mechanism as a market regulator: the high sensibility of employees to the wage provides the flexibility of an economic system, on the one hand, but it is also connected with fragility of the labour market, on the other.

3. The efficiency of labour market in relation to the concepts of human nature

The different rate of sensibility to wage by regarding the supply on the labour market, or the different role of wage in work motivation can be compared with four concepts of human nature (CHN), such as economic, imperfect or psychoanalytical, social and humanistic. These concepts have their source in anthropological, philosophical, and psychological literature [Fahrenberg 2004; Oerter 1999] and have also their roots in the basic psychology paradigms; some of them are well described by Koziellecki [2000].

The CHN explain us how a person perceives other people and what he/she thinks about others. According to the literature [Turek 2010], there are some basic dimensions, which we use when we describe other persons. The first one places people into the dimension of ‘rationality-emotionality’, the other – ‘heteronomy-autonomy’, the next one – ‘nature-culture’ and the last one – ‘altruismus-egoismus’.

The economic man is rational, egoistic, formed rather by nature, and autonomous, i.e. independent from the impact of others; the economic man would be guided by the motivation oriented primarily on the utility and short term goals. The social man is rather emotional, altruistic, made by culture, and heteronomous, i.e. dependent on others. The imperfect man is egoistic, heteronomous, rather relying on emotions, and is made so complicated by the nature. The humanistic man is altruistic, autonomous, dependent on culture, permanently learning and rational; however, in comparison with the economic man who predominantly looks on short-terms goals connected with greater utility, the rationality of humanistic man is more oriented on life-goals.

The human nature concepts influence various organizational variables, and, thus, their stability and efficiency. Thus different studies prove that the dominance of the 'homo oeconomicus' has a negative impact on the stability and success of an organization from various perspectives. An economic man does not contribute to moral competence as, for instance, a social and humanistic man do [Turek, Wojtczuk-Turek 2011]; he/she can have an impact on less effective communication styles [Horodecka et al. 2014b], that can be caused by his/her lower emotional intelligence. Many experiments of E. Fehr and other mainly behavioural and neuro-economists revealed the negative consequences of 'homo oeconomicus' on the cooperation with others and on the economy in general [Fehr, Gächter 1998]. The management of organization, which relies only on the assumptions of human nature of the economic man or imperfect man, ends up in great instability and inefficiency.

The mentioned peculiarities of the effects of the economic man are also true for the market environment. Thus according to many heterodox economic schools' approaches, the 'homo economicus' can create a negative impact on the behaviour of other market agents. This negative impact on market participants proceeds not only through external effects, but also through prompting other people, who are social oriented, to think, choose and to do as the economic man does. This tendency is proved by experiments of Kahneman and Tversky [Tversky, Kahneman 1974], Fehr and Schmidt [Fehr, Schmidt 1999] and other behavioural studies, which can be found as well in social psychology literature [Aronson et al. 2015].

Therefore, many heterodox economic schools introduce another concept of human nature which is presented as humanistic one. The humanistic man is able to be altruistic and is formed under influence of culture, i.e. a person is perceived in his/her historical and cultural context. He/she is autonomous in the sense of responsibility for his/her actions, which results in a higher sense of coherence and rationality, but in the sense of being able to develop for a long time, or of whole life strategies on the way to happiness (like the concept described by Tomer [Tomer 2008]). The humanistic concept of a person gives the basis on believing in responsibility of the person and the predictability of his/her behaviour which bases on basic ethical/moral principles.

As opposed to the economic man, the worker, who has a humanistic concept of human nature, discovers his/her essence foremost through the meaning of self-enhancement, and he/she is much more likely to be guided by the intrinsic motivation

[Horodecka, Martowska 2014a]. In its turn, intrinsic motivation translates into commitment to work, which is an important factor of company development. It is plausible, as empirical research has proved, the humanistic man has a higher sense of coherence¹ [Horodecka et al. 2014b] and internal locus of control. Having such a view, is more likely to choose more efficient leading styles in the organization (for instance, the style Y, would be more coaching than authoritarian).

The mentioned characteristics of human concepts give us the rich material for further reflections concerning the problem of labour market stability. In particular, such a feature of the economic man as his/her predominant orientation on short-terms goals connected with greater utility corresponds to such aspects of the market instability as uncertainty and asymmetric information. In the same context we can regard the egoism, irresponsibility, unpredictability and orientation on the short-terms goals of the psychoanalytical man.

As a tragic example of the dominance of the economic man in its relation to asymmetric information and, thus, market instability, it makes sense to consider the political market in modern Ukraine: the politicians as the suppliers of specific labour (political) services and the electors as the buyers of these services [Vozna 2013]. During the last 15-20 years the both parallel processes could be observed in Ukraine: the economization (commercialisation) of political sphere, and the destabilisation of the political market, i.e. the increasing political instability, which resulted in the Euromaidan Revolution (Revolution of Dignity) of February 2014 and the war in Ukrainian Donbass.

As for the main characteristics of the social and the humanistic men, they are in correspondence with some phenomena and institutions, which are connected with the processes of the labour market regulation. Thus it makes sense to mention the phenomenon of self-organization and, in particular, the trade union movement, whereas this movement is connected with the ability of people to cooperate and their sense of coherence and solidarity. Even if a trade union aims the pure economic goals (as achieving a higher wage), its existence is seemed to be implausible without an active role of people endowed with the crucial features of the social man or (and) the humanistic man. In addition, the trade union movement itself should promote the development (formation) of its members as more social and humanistic persons.

4. Conclusions

Insofar as a wage is the main and the only source to survive, the work motivation of a very poor person can be also very limited, i.e. it can be restricted by the wish to get a wage to satisfy his/her basic needs. On the other hand, together with the economic

¹ “The extent to which one has a pervasive, enduring though dynamic, feeling of confidence that one’s environment is predictable and that things will work out as well as can reasonably be expected” [Antonovsky 1987].

development the motivation to work develops and becomes more complex. The complexity of the human motivation to work is directly connected with the wellbeing of the society. However, we can wonder about the possibility of inverse process, when the diffusion of the simple economic motivation is capable to impoverish a society. In the paper we tried to prove that the predominance of the simple economic motivation of employees undermines the stability of labour markets they deal with. Therefore even if a society is characterised as comparatively prosperous, the dominance or diffusion of simple economic motivation among people has to be a serious signal for policy makers. This signal reveals that a society is choosing the road to simplification, i.e. primitivism and, thus, to impoverishment. Finally, we have to conclude that if work for people ceases to be an important way of their self-realization, it is not only the existential problem of these individuals but also an important warning and challenge for the policy makers.

What can the policy makers do? In a developed society, the diffusion of simple economic motivation can be caused by the dominance of the ideology of consumer society or, if to use the terminology of the sociologist Pitirim Sorokin [Sorokin 1970], by the dominance of the sensate culture. In this case, to improve the situation, the policy makers can, for example, influence public mass media, facilitating the television and broadcasting channels with minimum (or even absence) of commercial advertisement and dedicated to science, culture and art. Such a policy has long-term and not very visible effects but it is important whereas it influences the ideology, vital values and, thus, labour motivation of people.

References

- Allen R., 1956, *Mathematical Economics*, Macmillan, London.
- Antonovsky A., 1987, *Health Promoting Factors at Work: the Sense of Coherence*, [in:] *Psychosocial Factors at Work and Their Relation to Health*, Kalimo R., El-Batawi M.A., Cooper C.L. (eds.), World Health Organisation, Geneva, pp. 153-167.
- Aronson E., Wilson T.D., Sommers S.R., 2015, *Social Psychology*, Pearson, Boston.
- Bal M.P., De Jong S.B., Jansen P.G.W., Bakker A.B., 2012, *Motivating employees to work beyond retirement: A multi-level study of the role of I-deals and unit climate*, *Journal of Management Studies*, vol. 49, no. 2, pp. 306-331.
- Chiarella C., 1988, *The cobweb model. Its instability and the onset of chaos*, *Economic Modelling*, vol. 5, no. 4, pp. 377-384.
- Ezekiel M., 1938, *The cobweb theorem*, *The Quarterly Journal of Economics*, vol. 52, no. 2, pp. 255-280.
- Fahrenberg J., 2004, *Annahmen über den Menschen*, Asanger, Heidelberg.
- Fehr E., Gächter S., 1998, *Reciprocity and economics: The economic implications of Homo Reciprocans*, *European Economic Review*, vol. 42, no. 3, pp. 845-859.
- Fehr E., Schmidt K.M., 1999, *A theory of fairness, competition, and cooperation*, *Quarterly Journal of Economics*, vol. 114, no. 3, pp. 817-868.
- Freeman R.B., 1976, *A cobweb model of the supply and starting salary of new engineers*, *Industrial and Labor Relations Review*, vol. 29, no. 2, pp. 236-248.

- Herzberg F., 1964, *The Motivation-hygiene Concept and Problems of Manpower*, Personnel Administration, vol. 27, no. 1, pp. 3-7.
- Hommes C.H., 1991, *Adaptive learning and roads to chaos*, Economic Letters, vol. 36, no. 2, pp. 127-132.
- Horodecka A., 2015a, *The field of evolutionary and neoclassical economics as a consequence of the changes in concepts of human nature*, Journal of International Studies, vol. 8, no. 1, pp. 126-137.
- Horodecka A., 2015b, *The impact of the human nature concepts on the goal of humanistic economics and religious motivated streams of economics (Buddhist, Islam and Christian)*, Rivista Internazionale di Scienze Sociali, vol. 123, no. 4, pp. 413-445.
- Horodecka A., 2016, *Obraz człowieka we współczesnej ekonomii*, Oficyna Wydawnicza SGH, Warszawa (in publishing).
- Horodecka A., Martowska K., 2014a, *Humanistic vision of man: Hope for success, emotional intelligence and pro-social engagement*, International Journal of Arts and Sciences, vol. 6, no. 2, pp. 151-166.
- Horodecka A., Martowska K., Wroclawska-Warchała E., 2014b, *Concepts of human nature, social effectiveness and communication in the workplace*, Journal of Business Leadership, no. 1, p. 133-153.
- Kanfer R., Beier M.E., Ackerman P.L., 2012, *Goals and motivation related to work in later adulthood: An organizing framework*, European Journal of Work and Organizational Psychology, vol. 22, no. 3, pp. 253-264.
- Kozielecki J., 2000, *Koncepcje psychologiczne człowieka*, ŻAK Wydawnictwo Akademickie, Warszawa.
- Marx K., 2000, *Economic and Philosophic Manuscripts, of 1844*, Marxists Internet Archive, <https://www.marxists.org/archive/marx/works/1844/manuscripts/preface.htm>, accessed 22 October 2016.
- Maslow A., 1943, *A theory of human motivation*, Psychological Review, vol. 50, no. 4, pp. 370-396.
- Oerter R., *Menschenbilder in der modernen Gesellschaft*, 1999, Ferdinand Enke Verlag, Stuttgart.
- Pinder C., 2008, *Work Motivation in Organizational Behavior*, Taylor & Francis Group, New York.
- Ryndina E., 2004, *Lev Landau: shtrihi k portretu*, Vestnik, <http://www.vestnik.com/issues/2004/0303/win/ryndina.htm>, accessed 22 October 2016.
- Smith D.B., Shields J., 2013, *Factors related to social service workers' job satisfaction: Revisiting Herzberg's motivation to work*, Administration in Social Work, vol. 37, no. 2, pp. 189-198.
- Sorokin P., 1970, *Social and Cultural Dynamics: A Study of Change in Major Systems of Art, Truth, Ethics, Law, and Social Relationships*, Porter Sargent Publisher, Boston.
- Stamov-Roßnagel C., 2015, *Work Motivation and Aging*, [in:] *Encyclopedia of Geropsychology (Online)*, Springer, Singapore, pp. 1-6.
- Tomer J., 2008, *Beyond the rationality of economic man, toward the true rationality of human man*, The Journal of Socio-Economics, vol. 37, no. 5, pp. 1703-1712.
- Turek D., 2010, *"Koncepcje człowieka" a modele pracownika. Inspiracje dla zarządzania zasobami ludzkimi*, Edukacja Ekonomistów i Menedżerów, vol. 16, no. 2, pp. 11-25.
- Turek D., Wojtczuk-Turek A., 2011, *Koncepcje natury ludzkiej a kompetencja moralna – analiza zależności*, Edukacja Ekonomistów i Menedżerów, vol. 21, no. 3, pp. 83-102.
- Tversky A., Kahneman D., 1974, *Judgment under uncertainty: Heuristics and biases, science*, vol. 185, no. 4157, pp. 1124-1131.
- Vozna L., 2013, *The Political Market with Asymmetric Information and Hybrid Democracy*, Working papers of STOREP, WP 13-2013, <http://www.storep.org/wp/wp-content/uploads/2013/08/STEP-2013-13-Vozna.pdf>, accessed 22 October 2016.
- Voznaya L., 2014, *Obschaya teoriya ustoychivosti sotsial'no-ekonomicheskikh sistem (The general theory of the social-economic systems stability)*, Izdatel'stvo Yevenok, Zhitomir.