

Social policy of the selected company

Bohuslava Mihalčová – Iveta Podol'aková – Andrea Poprocká

The main objective of this article to analyze social policy in the company and propose possible solutions to improve it and improve employee welfare. Post examines social policy as a whole, focusing on corporate social policy. The main emphasis is on the employer's obligations regarding the treatment of employees.

Key words: the object of social policy, social policy, social program

1 INTRODUCTION

Social policy is an essential part of the company since its essence is care staff (people) and the company is made up of groups of people. Since social policy is expected to provide suggestions for creating optimal conditions for the care of staff motivation, support, training, responsibility and social policy pod. Article examines science as a practical tool for care workers. It deals with the duties of employers and those of employees in the social security and the implementation of tasks on a legislative basis. The issue is structured in three chapters. At the beginning of the contribution in theory focused on social policy in a business where it is defined by a few basic correlations, obligations and conditions of the social fund, social program and the implementation of corporate social policy. A special part of the second chapter, which provides insight into the manner and method of making this work. In the practical part of the paper analyzes the selected company, which describes the obligations of employees and employers and the degree of fulfillment of conditions of social policy in the business. The final chapter contains a model proposal to improve social and working conditions in the analyzed company.

2 DEFINING THE CONCEPT OF SOCIAL POLICY, SOCIAL ENTERPRISE. POLITICS, SOCIAL FOUND in the EU

In this part of the chapter, we define the concept of social policy, social policy division, pointed out, who is the party of social policy and while social policy is made.

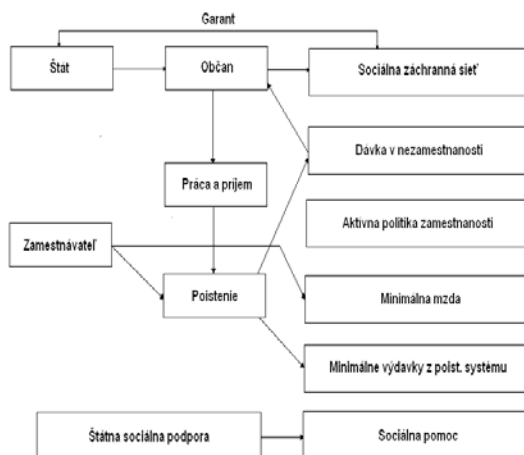


Figure. 2 Model structure of company social policy

Soc. Fund: Its creation and use are regulated by Act no. 591/2007 Z. of amending and supplementing Law no. 152/1994 Z. of the Social Fund and amending Act. 286/1992 Coll. Income Tax, as amended. Soc. EU policy: the EU is committed to social policy through the European Social Charter, adopted in r. 1961, which contains a minimum of social rights, Member States must ensure. It is mainly about:

- unemployment,
- social dialogue,
- health and safety,
- education and health.

3 SOCIAL ANALYSIS POLICIES IN SELECTED ENTERPRISES

In this article, we address the theoretical plane of social policy, which was then focusing on business. In this chapter, we focused on the analysis of social policy in the chosen company -

Caravan Technical University in Kosice on ramp 7, the company analyzed the care of employees and the impact on students, as it is a company, whose task is to care about the students and the quality of accommodation. Consequently, we have focused on proposals for possible innovations or solutions to what could be improved care staff to motivate them to support and improve the living conditions of the students in the student's home. Means to meet the objective of the work has been helpful in personal interviews and questionnaires, which have served me to obtain an objective view of employees (quality of service) and employee (the quality of care entrusted to staff).

5 CONCLUSION

For me the company under consideration can be seen observance of legally established working conditions - social welfare. However it is a state organization, t. of. It is desirable that the law in such organizations comply with statutory regulations and conditions. More problematic is the traceability of compliance with the regulations in the private sector, where you can see the impact of higher unemployment pressure to accept diverse working conditions in order to get a job. In the private sector, it would be appropriate to introduce stricter monitoring of compliance with working conditions and welfare of the employees.

BIBLIOGRAPHY

- [1] BEBLAVÝ, M. 2009: *Sociálna politika*: Vysokoškolská učebnica. ADIN, s.r.o., 2009. 167s. ISBN 978-80-89244-47-8.
- [2] ČIŽMÁR, A. a OLČÁK, D. 2008: *Pracovný poriadok Technickej univerzity v Košiciach*. Vnútny predpis TUKE v zmysle §49 ods. 3 pism. d) Štatútu TUKE. In: Tuke.sk. [online]. 1.4.2008. [cit. 2012-9-4]. Dostupné na internete: http://www.tuke.sk/tuke/univerzita/legislativa-tuke-1/zakladne-vnutorne-predpisy-tuke/pracovny-poriadok-tuke/2011-Pracovny%20poriadok_TUKE_2008
- [3] DVOŘÁKOVÁ, Z. 2004: *Zaměstnanecké výhody*. In *Práca a mzda*, roč.LI, č.2/3,2004., ISSN 0032-6208, str. 38 – 41.

- [4] Europeancommission, 2000: *The social situation in the European union*. Luxemburg: Office for Official Publications of the European Communities, 2000. 124s. ISBN 92-828-9306-5. Dostupné na internete: <http://en.youscribe.com/catalogue/rapports-et-theses/savoirs/sciences-humaines-et-sociales/the-social-situation-in-the-european-union-2000-1115148>
- [5] HRÁŠKOVÁ, D.: *Podniková sociálna politika*. In: Poradca.sk. [online]. [cit. 2012-20-03]. Dostupné na internete: http://www.google.sk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=5&sqi=2&ved=0CE8QFjAE&url=http%3A%2F%2Fwww.ktfke.sk%2Fdownload.php%3Fdid%3D1843&ei=RhNqT6DZB7OM4gS-6IX0CA&usq=AFOjCNEA4tIfy7SrWpRWk9oUfms-ocg_Ew&sig2=HHynbipNx3ZUTfxcBcmI4g
<http://www.poradca.sk/SubPages/OtvorDokumentu/Clanok.aspx?idclanok=113397>
- [6] KRAUSOVÁ, A. 1996: *Hlavné úlohy rozvoja ľudských zdrojov organizácií*. In: *Práca a mzda* č.12/1996, str. 5.
- [7] MELÍŠEK, R. 2008: *Sociálna politika EÚ – existuje vôbec?* In: *Mladi.sk*. [online]. 17.05.2008. [cit. 2012-10-04]. Dostupné na internete: <http://www.mladi.sk/>
- [8] Návrh Zámery podnikovej sociálnej politiky v transformačnom procese SR, MPSVR SR, 1997.
- [9] *Sociálna politika Európskej únie*. In: Google.sk. [online]. [cit. 2012-12-03]. Dostupné na internete:
- [10] Zákon č. 591/2007 z 27. novembra 2007, ktorým sa mení a dopĺňa zákon Národnej rady Slovenskej republiky č. 152/1994 Z. z. o sociálnom fonde a o zmene a doplnení zákona č. 286/1992 Zb. o daniach z príjmov.

AUTHOR(S)´ ADDRESS(ES)

Prof. Ing. Bohuslava Mihalčová
Faculty of Aeronautics,
Technical University of Košice
Rampová 7, 041 21 Košice
e-mail: bohuslava.mihalcova@tuke.sk

Ing. Iveta Podoláková
Faculty of Aeronautics,
Technical University of Košice
Rampová 7, 041 21 Košice

e-mail: iveta.podolakova@tuke.sk

Reviewer: prof. Ing. Michal Pružinský, CSc.