Proceedings of the 36th International Business Information Management Association Conference (IBIMA)

4-5 November 2020 Granada, Spain

ISBN: 978-0-9998551-5-7

Sustainable Economic Development and Advancing Education Excellence in the era of Global Pandemic

Editor

Khalid S. Soliman

International Business Information Management Association (IBIMA)

Copyright 2020

Conference Chair

Khalid S. Soliman, International Business Information Management Association, USA

Special Session Chair

Svetlana Drobyazko, European Academy of Sciences, United Kingdom

Conference Advisory Committee

John F. Affisco, Hofstra University, USA Abdul Rahman Ahmad, Universiti Tun Hussein Onn Malaysia, Malaysia Omar Al-Azzam, University of Minnesota Crookston, USA Hesham H. Ali, University of Nebraska at Omaha, USA Ahmed Azam, DeVry University, USA Najiba Benabess, Millikin University, USA Az-Eddine Bennani, Reims Management School, France Emil Boasson, Central Michigan University, USA Regina Connolly, Dublin City University, Ireland Rene Leveaux, University of Technology, Sydney, Australia Susana de Juana Espinosa, Universidad de Alicante, Spain Xiuzhen Feng, Beijing University of Technology, China Mohammad Ayub Khan, Technologico de Monterrey, Mexico Sherif Kamel, The American University in Cairo, Egypt Najib Saylani, Florida State College at Jacksonville, USA Magdy Serour, InContext Solutions, Australia Amine Nehari Talet, King Fahd University of Petroleum & Mineral, KSA

Abraham G. van der Vyver, Monash University, South Africa

Erne Suzila Kassim, Universiti Teknologi MARA, Malaysia

Program Committee

(it is IBIMA Policy to include a program committee member's name only after reviewing at least one submitted paper)

Dariusz Wielgórka, Czestochowa University of Technology, Poland Rifelly Dewi Astuti, Universitas Indonesia, Indonesia Marcin Kuzel, Nicolaus Copernicus University, Poland Livia Durac, "Petre Andrei" University of Iași, Romania Aristides Dasso, Universidad Nacional de San Luis, Argentina Miroslav Malaga, University of West Bohemia, Pilsen, Czech Republic Mais Osama Jaradat, University of Jordan, Jordan Olga Zavydivska, Lviv State University of Physical Culture named after Ivan Boberskyi, Ukraine Doina I. Popescu, Bucharest University of Economic Studies, Romania Norhayati Baharun, Universiti Teknologi MARA, Malaysia Iulian Furdu, Vasile Alecsandri University of Bacău, Romania Jyothsna Priyadarsini Kunapareddy, Krishna University, India Jiří Kutlák, University of West Bohemia in Pilsen, Czech Republic Larisa G. Nesterova, South Ural State University (National Research University), Chelyabinsk, Russia Dmitry L. Napolskikh, Volga State University of Technology, Russia Anca Tamas, The Bucharest University of Economic Studies, Romania

Olga V. Ruzakova, Ural State University of Economics, Russia

Ali Saleh Alarussi, Xiamen University Malaysia, Malaysia

Ana Alexandra Gora, The Bucharest University of Economic Studies, Romania

Angela S.H. Lee, Sunway University, Malaysia

Iulian Gole, Bucharest University of Economic Studies (Academia de Studii Economice din București), Romania

Eriki Emoarehi, Covenant University, Ota Ogun State, Nigeria

Sónia Paula da Silva Nogueira, Polytechnic Institute of Bragança, Portugal

Jolanta Witek, AJP University in Gorzow Wlkp., Poland

Richard Fedorko, University of Presov, Faculty of Management, Slovakia

Margareta Nadanyiova, University of Zilina, Slovakia

Corina M. Radulescu, Technical University of Cluj-Napoca, Romania

Mohd Syuhaidi Abu Bakar, Universiti Teknologi MARA (UiTM), Malaysia

Hanna Waligórska, WSB Wrocław, Poland

Elevita Yuliati, Universitas Indonesia, Indonesia

Marie Černá, University of West Bohemia, Czech Republic

Małgorzata Ćwiek, Cracow University of Economics, Poland

Natalia Petrishcheva, South-West state University, Russia

Paulina Golinska-Dawson, Poznan Univ. of Technology, Poland

Cristina Gabriela Cosmulese, Stefan cel Mare University of Suceava, Romania

Corina-Cristiana Nastacă, The Bucharest University of Économic Studies, Romania

Maria Claudia Diaconeasa, The Bucharest University of Economic Studies, Romania

Laura Mariana Cismas, West University of Timisoara, Romania

Anna Korombel, Czestochowa University of Technology (CUT), Poland

Marin Fotache, Al.I.Cuza University of Iasi, Romania

Krzysztof Dmytrów, University of Szczecin, Poland

Vincent Oh Kim Seng, Multimedia University, Malaysia

Julia Lysenko, South Ural State Humanitarian-Pedagogical University, Chelyabinsk, Russia

Tung-Liang Chen, Chung-Hua University, Taiwan, R.O.C.

Maria Kmety Bartekova, University of Economics in Bratislava, Slovakia

Violeta Sima, Petroleum-Gas Universityof Ploiesti, Romania

Mirko Palić, University of Zagreb, Croatia

Adela Sorinela Safta, Bucharest University of Economic Studies, Doctoral for Economic School, Romania

Carmen-Elena Dobrotă, University of Bucharest, Romania

Nour El Houda Ben Amor, King Saud University, KSA

Hugo Augencio González Aguilar, Universidad Autónoma del Perú, Peru

Olena Sakovska, Uman National University of Horticulture, Ukraine

Camelia Delcea, Bucharest University of Economic Studies, Romania

Boris Kovalenko, AN HEO «University associated with IA EAEC», The Herzen State Pedagogical

University of Russia, Russia

Anna Wiśniewska-Sałek, Czestochowa University of Technology, Poland

Paulina Spânu, Politehnica University of Bucharest, Romania

Cristina Mariana Ene (Vasile), Bucharest University of Economic Studies, Romania

Grzegorz Warzocha, Wrocław University of Economics, Poland

Danuta Zawadzka, Koszalin University of Technology, Poland

Marta Wincewicz-Bosy, General Taeusz Kościuszko Miliary University of Land Forces, Poland

Valery M. Abramov, Russian State Hydrometeorological University, Russia

Barbara Batóg, University of Szczecin, Poland

Anca Monica Ardeleanu, University of Bucharest, Romania

Dorota Balcerzyk, Military University of Land Forces in Wrocław, Poland

Jeong Chun Phuoc, Management & Sciences University, Malaysia

Adriana Dima, Bucharest University of Economic Studies, Romania

Monica Boldea, West University of Timisoara, Romania

Andrey Dorofeev, Irkutsk National Research Technical University, Russia

Imran Riaz Malik, IQRA University, Islamabad Campus, Pakistan

Corina - Ionela Dumitrescu, POLITEHNICA University of Bucharest, Romania

Wojciech Sadkowski, Jagiellonian University, Poland

Jana Majerova, University of Zilina, Slovakia

Victor Lorin Purcarea, "Carol Davila" University of Medicine and Pharmacy Bucharest, Romania

Kinga Krupcała, UTP University of Science and Technology, Poland

Damian Ostrowski, WSB University in Wrocław, Wrocław, Poland

Ismail El Moudden, Eastern Virginia Medical School, USA

Ahmad Suffian Mohd Zahari, Universiti Teknologi MARA, Malaysia

Milan Douša, Pavol Jozef Šafárik University in Košice, Faculty of Public Administration, Slovakia

Ioana Julieta Josan, University of Bucharest, Romania

Bahjat Fakieh, King Abdulaziz University, KSA

Arwa Mashat, King Abdulaziz University, KSA

Shamima Raihan Manzoor, Multimedia University, Malaysia

Cristian Ciurea, Bucharest University of Economic Studies, Romania

Anna Sołtysik-Piorunkiewicz, University of Economics in Katowice, Poland

Aleksander Pabian, Czestochowa University of Technology, Poland

Catalin Popescu, Petroleum-Gas University from Ploiesti, Romania

Natalia Manea, POLITEHNICA University of Bucharest, Romania

Olena Prokopchuk, Uman National University of Horticulture, Ukraine

Anastasia Kurilova, Togliatti State University, Russia

Diaa Salama AbdElminaam, Benha & Misr International University, Egypt

Natalia V. Gryzunova, PRUE, Russia

Ivan Hul, Lviv State University of Physical Culture named after Ivan Boberskyj, Ukraine

Oksana Pirogova, Peter the Great St. Petersburg Polytechnic University, Russia

Vladimír Bureš, University of Hradec Kralove, Czech Republic

Liudmyla Ilich, Borys Grinchenko Kyiv University, Ukraine

Velga Vevere, EKA University of Applied Sciences, Latvia

Alexandru Boicea, University Politehnica of Bucharest, Romania

Gabriel Koman, University of Zilina, Slovakia

Marek Zimnak, University of Lower Silesia, Poland

Sussy Bayona Oré, Universidad Nacional Mayor De San Marcos, Peru

Liudmila Oveshnikova, PLEKHANOV Russian University of Economics, Russia

Anastasiya A. Peshkova, Ural Federal University, Russia

Nicolae Goga, Politehnica University of Bucharest, Romania

Maria-Iuliana Dascalu, University POLITEHNICA of Bucharest, Romania

Michal Šimon, University of West Bohemia in Pilsen, Czech Republic

Maria P. Ivanova, National Research Tomsk Polytechnic University, Russia

Rolanda Kazlauskaite Markeliene, General Jonas Žemaitis Military Academy of Lithuania, Lithuania

Andreea Elena Matic. "Dunărea de Jos" University of Galati. Romania

Igor Mayburov, Ural Federal University, Russia

Agnieszka Strzelecka, Koszalin University of Technology, Poland

Elisa Alén González, U. of Vigo, Spain

Bogdan-Cristian Chiripuci, The Bucharest University of Economic Studies, Romania

Yusliza Mohd Yusoff, Universiti Malaysia Terengganu, Malaysia

Joanna Krasodomska, Cracow University of Economics, Poland

Dalia Susniene, Kaunas University of Technology, Lithuania

Falola Hezekiah Olubusavo, Covenant University, Nigeria

Mathew Shafaghi, University of Bolton, UK

Nadezhda A. Lvova, Saint Petersburg State University, Russia

Eluyela Damilola Felix, Landmark University, Nigeria

Noor'ain Mohamad Yunus, Universiti Teknologi MARA, Malaysia

Omar Bin Musa, Unitar International University, Malaysia

Norzalita Abd Aziz, Universiti Kebangsaan Malaysia (UKM) (National University of Malaysia), Malaysia Delia Deliu, West University of Timişoara, Faculty of Economics & Business Administration, Romania

Tetyana Calinescu, National Aerospace University "Kharkiv Aviation Institute", Kharkiv, Ukraine

Ludvík Eger, University of West Bohemia, Czech Republic

Maria-Daniela Tudorache, Bucharest University of Economic Studies, Romania

Branka Tuškan Sjauš, University of Zagreb - Faculty of Economics and Business, Croatia

Glorin Sebastian, Georgia Institute of Technology, USA

Elena Sibirskaya, Plekhanov Russian University of Economics, Russia

Nicolae Ionescu, POLITEHNICA University of Bucharest, Romania

Aleksandra V. Loginova, Peter the Great St. Petersburg Polytechnic University, Russia

Alexander Kuntsman, Saint Petersburg State University, Russia

James León Parra Monsalve, Corporación Universitaria Minuto de Dios – UNIMINUTO, Colombia

Tomasz Grodzicki, Nicolaus Copernicus University in Toruń, Poland

Aurobindo Ogra, Nicolaus Copernicus University in Toruń, Poland

Łukasz Wróblewski, WSB University, Poland

Pavel Juřica, Brno University of Technology, Czech Republic

Ricardo De La Hoz Lara, Universidad Libre, Colombia

Dawuda Alhassan, ASA College, USA

Ana Iolanda Voda, Social Sciences and Humanities Research Department, Institute for Interdisciplinary

Research, Alexandru Ioan Cuza University of Iasi, Romania

Raluca-Giorgiana Chivu, The Bucharest University of Economic Studies, Romania

Maha Alkhaffaf, World Islamic Sciences University, Jordan

Svitlana Bilan, Rzeszow University of Technology, Poland

Dmytro Solokha, Kyiv National University of Culture and Arts, Ukraine

Liubov Shevchenko, Donetsk National University of Economics and Trade named after Mikhail Tugan-Baranovsky, Ukraine

Vyacheslav Makedon, Oles Honchar Dnipro National University, Ukraine

Svetlana Drobyazko, European Academy of Sciences, Coventry, UK

Maryna Chorna, Kharkiv State University of Food Technology and Trade, Ukraine

Lidiia Karpenko, Odessa Regional Institute for Public Administration of the National Academy for Public

Administration under the President of Ukraine, Ukraine

Galina Pavlova, Dnipropetrovsk State University of Agriculture and Economic, Ukraine

Tetiana Hilorme, Oles Honchar Dnipro National University, Ukraine

Oleksandra Stoian, Petro Mohyla Black Sea National University, Ukraine

Martina Tomičić Furjan, University of Zagreb, Croatia

Diana Naherniuk, Uman National University of Horticulture, Ukraine

Shehu Maikudi Musawa, The Federal Polytechnic Kaura Namoda, Nigeria

Alexandru Birsan, Bucharest University of Economics, Romania

Maciei Gliniak, University of Agriculture in Krakow, Poland

Oksana U. Yuldasheva, S-Petersburg State University of Economics (UNECON), Russia

Victor Fedorovich Stucach, Omsk States Agricultural University, Russia

Ouail El Imrani, Abdelmalek Essaadi University, Morocco

Mihai Dinu, Bucharest University of Economic Studies, Romania

Lukasz Hadas, Poznan University of Technology, Poland

Osereme Omoike, Covenant University, Canaan Land, Ota, Nigeria

Klaudia Smolag, Czestochowa University of Technology, Poland

Michal Zoubek, University of West Bohemia, Faculty of Mechanical Engineering, Department of Industrial

Engineering and Management, Czech Republic

Danuta Mierzwa, General Tadeusz Kościuszko Military University of Land Forces, Wroclaw, Faculty of Management, Poland

Nicolae Daniel Maita, Bucharest Academy of Economic Studies, Romania

Tadeusz A. Grzeszczyk, Warsaw University of Technology, Poland

Evgeniya K. Karpunina, Tambov State University, Russia

Blazenka Knezevic, University of Zagreb, Croatia

Morosan-Danila Lucia, "Stefan cel Mare" University of Suceava, Romania

Iryna Kyryliuk, Pavlo Tychyna Uman State Pedagogical University, Ukraine

Oksana Vinnytska, Pavlo Tychyna Uman State Pedagogical University, Ukraine

John Fredy Sánchez Mojica, Corporación Universitaria Minuto de Dios, Colombia

John Fredy Escobar Gómez, Corporación Univerisitaria Minuto de Dios, Colombia

Sergio Araya-Guzmán, Universidad del Bío-Bío, Chile

Andrei-Mirel Florea, "Dunarea de Jos" University of Galati, Romania

Chaikal Nuryakin, Universitas Indonesia, Indonesia

Radek Doskočil, Brno University of Technology, Faculty of Business and Management, Czech Republic

Stepan Chalupa, Institute of Hospitality Management in Prague, Czech Republic

Olena Bochko, Lviv Polytechnic National University, Ukraine

Ruslan Skrynkovskyy, Lviv University of Business and Law, Ukraine

Svitlana Plotnytska, O. M. Beketov National University of Urban Economy in Kharkiv, Ukraine

Băcanu Șerban Constanța, "Dunărea de Jos" University of Galați, Romania

Katarina Valaskova, University of Zilina, Slovakia

Marcin Sitek, Czestochowa University of Technology, Poland

Sabrina O. Sihombing, Universitas Pelita Harapan, Indonesia

Boris Nikolaev, Penza State University, Penza, Russia

Yuliya Sunaeva, Russian University of Cooperation, Russia

Joanna Kurowska-Pysz, WSB University in Dąbrowa Górnicza, Poland

Dhafer Thabet, University of Ha'il, KSA

Justyna Łapińska, Nicolaus Copernicus University in Toruń, Poland

Mauricio Antonio Bedoya Villa, Universidad de Medellin, Colombia

Ruxandra Curea-Pitorac, West University of Timisoara, Romania

Yuping Li, University of South Florida, USA

Dana Corina Deselnicu, Politehnica University of Bucharest, Romania

Marzena Graboń-Chałupczak, WSB University, Poland

Helena Štimac, Josip Juraj Strossmayer University of Osijek, Croatia

Anca Gabriela Molanescu, Bucharest Academy of Economic Studies, Romania

Olaleye Sunday Adewale, University of Oulu, Finland

Mirona Ana Maria Popescu, University POLITEHNICA of Bucharest, Romania

Joanna M. Moczydlowska, Bialystok University of Technology, Poland

Kehinde Adetiloye, Covenant University, Nigeria

Adedamola Olufunke Oluwunmi, Covenant University, Nigeria

Pedro Ferreira, University Portucalense, Portugal

Andrea Lučić, Faculty of Economics and Business Zagreb, Croatia

Abdallah Tubaishat, Zayed University, UAE

Andrzej Cwynar, University of Economics and Innovation in Lublin, Poland

Muhammad Imran Tanveer Opel, SZABIST University, Pakistan

Ulzhan Berikbolova, Korkvt Ata Kyzylorda University, Kazakhstan

Milena Janakova, Silesian university in Opava, School of Business Administration in Karvina, Czech Republic

Tomislava Pavic Kramaric, University of Split, Croatia

Corneliu Russu, Center of Industry and Services Economy, Romanian Academy, Romania

Yuliya Semenova, Russian State Hydrometeorological University, Russia

José Luis Silva Munar, Universidad de Atacama, Chile

Steliana Rodino, INCDSB-National Institute of Research and Development for Biological Sciences,

ICEADR- Institute of Research for Agriculture Economy and Rural Development, Romania

Magdalena Zubiel-Kasprowicz, WSB University, Poland

Judyta Kabus, Czestochowa University of Technology, Poland

Ljiljana Jovčić, Belgrade Academy of Professional Studies, Department Medical College of Professional Health, Serbia

Silvius Stanciu, "Dunărea de Jos" University of Galati, Romania

Amiruddin Ahamat, Universiti Teknikal Malaysia Melaka (UTeM), Malaysia

Octavian Dospinescu, Alexandru Ioan Cuza University, Romania

Andreea Anton, Stefan cel Mare University of Suceava, Romania

Wojciech Szczepan Staszewski, University of Stettin, Poland

Marcel Kordoš, Alexander Dubček University in Trenčín, Slovakia

Paula Bajdor, CUT, Poland

Markus Günther, Bielefeld University, Germany

Ewa Stańczyk-Hugiet, Wrocław University of Economics and Business, Poland

Martina Marchevská, University of Presov, Slovakia

Jolanta Kruk, WSB University in Gdańsk, Poland

Olga Rudakova, Central Russian Institute of Management - Branch of The Russian Presidential

Academy of National Economy and Public Administration, Russia

Modupe Ake, Landmark University Omuaran Kwara State, Nigeria

Fran Galetic, University of Zagreb, Croatia

Łukasz Kuta, Wrocław University of Environmental and Life Sciences, Poland

Alberto González Martínez, Universidad de León, Spain

Liudmyla Kliuchko, V.N. Karazin Kharkiv National University, Ukraine

Liudmyla Niemets, V.N. Karazin Kharkiv National University, Ukraine

Katarzyna Gadomska-Lila, University of Szczecin, Poland

Sebastian Kelle, University of Illinois, USA

Laurentiu-Stelian Mihai, University of Craiova, Romania

Mădălin-Dorin Pop, Politehnica University of Timișoara, Romania

Dorota Klimecka-Tatar, Czestochowa University of Technology, Poland

Mejda Dakhlaoui, Imam Abdulrahman Bin Faisal University - Dammam, KSA

Ibtissam Abarar, Université Hassan II, Morocco

Ramona Orăștean, Lucian Blaga University of Sibiu, Romania

Agnieszka Piasecka-Robak, University of Lower Silesia, Wrocław, Poland

Sharmila Rani Moganadas, Multimedia University, Malaysia

Stanciu Vasile Miltiade, Spiru Haret University, Romania

Jolanta Maria Ciak, WSB University in Torun, Poland

Justyna Hachoł, Wrocław University of Environmental and Life Sciences, Poland

Joanna Zimmer, Wroclaw University of Science and Technology, Poland

Izabela Turek, Czestochowa University of Technology, Poland

Angela Roman, Alexandru Ioan Cuza University of Iasi, Romania

Olawale Yinusa Olonade, Covenant University, Nigeria

Grace Evbuomwan, Augustine University, Nigeria

Gabriela Marchis, Danubius University of Galati, Romania

Michal Paták, University of Pardubice, Czech Republic

Noor Azlinna Azizan, Prince Sultan University, KSA

Silviu Beciu, University of Agronomic Sciences and Veterinary Medicine of Bucharest, Romania

Marta Młokosiewicz, University of Szczecin, Poland

Faisal Zulhumadi. Universiti Utara Malaysia. Malaysia

Constanța Zoie Rădulescu, National Institute for Research and Development in Informatics, Romania Kazimierz Nagody-Mrozowicz, The General Tadeusz Kościuszko Military University of Land Forces, Poland

Adekunle Emmanuel Adegboyegun, Adekunle Ajasin University, Nigeria

Christophe Kolski, Univ. Polytechnique Hauts-de-France, France

Manta P. Otilia, Romanian Academy, Romania

T. G. Vasista, Vasista Consulting and Performing Services OPC Pvt. Ltd., India

Ionut-Claudiu Popa, The Bucharest University of Economic Studies, Romania

Marinela Mircea, The Bucharest University of Economic Studies, Romania

Marek Siemiński, University of Warmia and Mazury in Olsztyn, Poland

Ilze Kacane, Daugavpils University, Latvia

Hafedh Ferchichi, Higher Institute of Technological Studies of Jendouba, Tunisia

Aslina Baharum, Universiti Malaysia Sabah, Malaysia

Małgorzata Kuraś, Czestochowa University of Technology, Poland

Oana Mitrut, POLITEHNICA University of Bucharest, Romania

Menaouer Brahami, National Polytechnic School of Oran - Maurice Audin, Algeria

Abd Rahman Ahmad, Universiti Tun Hussein Onn Malaysia, Malaysia

Livia Sangeorzan, Transilvania University of Brașov, Romania

Olufemi Patrick Adeyeye, Federal University Oye Ekiti (FUOYE), Nigeria

Anna Zarkada, Athens University of Economic and Business, Greece

Diana Panait-Ioncica, ASE, Romania

Gabriela Tigu, Bucharest University of Economic Studies, Romania

Constanta-Nicoleta Bodea, The Bucharest University of Economic Studies, Romania

Kalubi Rawlings Jerry Mazuba, Peter the Great, St. Petersburg Polytechnic University, Russia

Jelena Lukić, Modern Business School, Belgrade, Serbia

Mariem Gzara, University of Monastir, Tunisia

Olha Suptelo, V.N. Karazin Kharkiv National, Ukraine

Adriana Krawczyk, Amsterdam School of International Business, AUAS, Netherlands

Isibor Areghan, Covenant University, Nigeria

Anna Łupicka, Poznań University of Economics and Business, Poland

Irina Georgescu, Bucharest University of Economics, Romania

Iuliana Marin, POLITEHNICA University of Bucharest, Romania

Claudia Carstea, "Henri Coanda" Air Force Academy, Romania

Anna Hamranová, University of Economics in Bratislava, Slovakia

Małgorzata Smolarek, Humanitas University, Poland

Adrian Nicolae Branga, Lucian Blaga University of Sibiu, Romania

Nikolay V. Gontar, Southern Federal University, Russia

Georgiana Armenita Arghiroiu, University of Agronomic Sciences and Veterinary Medicine of Bucharest, Romania

Irina Zaychenko, Peter the Great Saint-Petersburg Polytechnic University, Russia

Muhammad Najib Razali, UTM, Malaysia

Waldemar Woźniak, University of Zielona Góra, Poland

Mohammad Aizat bin Basir, Universiti Malaysia Terengganu (UMT), Malaysia

Boris Kollár, University of Žilina, FPEDAS, Department of Economics, Slovakia

Alicja Szyszko, Jagiellonian University in Kraków, Poland

Maria Magdalena Rosu, POLITEHNICA University of Bucharest, Romania

Svetlana Borisovna Vereshchak, I. N. Ulyanov Chuvash State University, Russia

Odunayo Paul Salau, Covenant University, Nigeria

Ioana-Alexandra Toader, University of Agronomic Sciences and Veterinary Medicine of Bucharest, Romania

Valentina Şuparschii, "Dunărea de Jos" University of Galați, Romania

Peter Busch, Macquarie University, Australia

Jayamalathi Jayabalan, University Tunku Abdul Rahman, Malaysia

Katarzyna Chruzik, WSB University, Poland

Adriana Reveiu, Bucharest University of Economic Studies, Romania

Katalin Gál, Partium Christian University, Romania

Mahmud Bashiru, University Science Malaysia, Nigeria

Radu D. Stanciu, POLITEHNICA University of Bucharest, Romania

Irina Severin, Politehnica University of Bucharest, Romania

Adrian Kapczyński, Silesian University of Technology, Poland

Dumiter Florin Cornel, Vasile Goldis" Western University of Arad, Romania

Ching Sock Lee, Universiti Sains Malaysia, Malaysia

Aneta Włodarczyk, Czestochowa University of Technology, Poland

Ana Azevedo, CEOS.PP / ISCAP / P.PORTO, Portugal

Joanna Szymańska, Wroclaw University of Economics and Business, Poland

Mohammed Amine Hafiane, Université Mohammed Premier d'Ouida, Morocco

Mariola Piłatowska, Nicolaus Copernicus University, Poland

Irina Avdeeva, Central Russian Institute of Management, Branch of RANEPA, Russia

Elena Lacatus, Polytechnic University of Bucharest, Romania

Eko Sakapurnama, Universitas Indonesia, Indonesia

Ugochukwu Moses Urim, Covenant University, Nigeria

Tadeusz Dudycz, Wrocław University of Science and Technology, Poland

Petr Doucek, Prague University of Economics and Business, Czech Republic

Olufemi Daniel Durodola, Covenant University, Nigeria

Nuno Adriano Baptista Ribeiro, Instituto Politécnico de Bragança, Portugal

Alen Stojanovic, Faculty of Economics & Business Zagreb, Croatia

Azran Ahmad, MAMPU, Malaysia

Cristian Bucur, Petroleum-Gas University of Ploieşti, Romania

Shaizatulagma Kamalul Ariffin, Universiti Sains Malaysia, Malaysia

Michał Goliński, Warsaw School of Economics, Poland

Fadeke Esther Owolabi, Covenant University, Nigeria

Khalil Abakar Moussa Kaya, Universiti Tun Hussein Onn Malaysia, Malaysia

Jelena Franjković, J.J. Strossmayer University of Osijek, Croatia

Katarzyna Grondys, Czestochowa University of Technology, Poland

Oleh Lazariev, Uman National University of Horticulture, Ukraine

Gheorghita Vlad, Politehnica University of Bucharest, Romania

Nasina Mat Desa, Universiti Sains Malaysia, Malaysia

Hishamuddin Ismail, Multimedia University, Malaysia

Marius Bulearca, Center for Industry and Services Economics, Romanian Academy, Bucharest, Romania

Dmitry Rodionov, Peter the Great St Petersburg Polytechnic University, Russia

Akunna Ebere Azuh, Covenant University, Ota, Ogun State, Nigeria

Piotr Kuraś, Czestochowa University of Technology, Poland

Agnieszka Stachowiak, Poznan University of Technology, Poland

Manaf Al-Okaily, Jadara University, Jordan

Rachmadi Agus Triono, Universitas Indonesia, Indonesia

Ionel-Bujorel Păvăloiu, University POLITEHNICA of Bucharest, Romania

Daniel Lang, Institut Mines-Télécom Business School, France

Ildikó-Csilla Takács, Bucharest University of Economic Studies, Romania

Ionela-Roxana Glăvan, Bucharest University of Economic Studies, Romania

Natalia A. Navrotskaia, Saint-Petersburg State University, Russia

Grzegorz Maśloch, SGH Warsaw School of Economics, Poland

Allal Mokeddem, University of Algiers 3, Faculty of economics, Commerce and Management Science,

Management Department, Algeria

Arkadiusz Banasik, Silesian University of Technology, Poland

Marinela Vrîncianu, Bucharest University of Economic Studies, Romania

Poorna Prabhat Sunkara, JNTU Ananthapur, India

Igor Jovino Aguilar Alonso, Universidad Nacional Tecnólogica de Lima Sur, Peru

Teresa Dieguez, IPCA, Portugal

Siti Munerah Abd Karim, Sunway University, Malaysia

Iván Quintanilla Arevuna. University of Atacama. Chile

Mohd Shamsuri Md Saad, Universiti Teknikal Malaysia Melaka, Malaysia

Vladimir Plotnikov, St. Petersburg State University of Economics, Russia

Ryszard Szynowski, WSB Academy, Poland

Rossazana Ab Rahim, Universiti Malaysia Sarawak, Malaysia

Anca Gabriela Ilie, Bucharest University of Economic Studies, Faculty of International Business and

Economics, Romania

Bogdan Tiganoaia, POLITEHNICA University of Bucharest, Romania

Daniel Homocianu, Alexandru Ioan Cuza University of Iasi, Romania

Alin Emanuel Artene, Politehnica University of Timisoara, Romania

Iulia-Cristina Stanica, "Politehnica" University of Bucharest, Romania

Katarzyna Cheba, West Pomeranian University of Technology, Szczecin, Poland

Houssemeddine Derbel, University of Manouba, Tunisia

Jacek Batóg, University of Szczecin, Poland

Svetlana Globa, Siberian Federal University, Russia

Aleksandra Krajnović, University of Zadar, Croatia

Jan Chromy, Institute of Hospitality Management in Prague, Czech Republic

Tamara Iskra Alcántara Concepción, Universidad Nacional Autónoma de México, México

Agata Mesjasz-Lech, Czestochowa University of Technology, Poland

Ștefan Cătălin Popa, The Bucharest University of Economic Studies, Romania

Olga Makarova, Peter the Great St. Petersburg Polytechnic University, Russia

Olesya Valerievna Ivanchenko, Rostov State University of Economics, Russia

Gita Radhakrishna, Multimedia Univesity, Malaysia

Elżbieta Rogalska, University of Warmia and Mazury in Olsztyn, Poland

Ciprian-Octavian Truică, University Politehnica of Bucharest, Romania

Aw Yoke Cheng, Berjaya University College, Malaysia

Jayanty Kuppusamy, Multimedia University, Malaysia

Khairunesa Isa, Universiti Tun Hussein Onn Malaysia, Malaysia

Ramona Dobre, Bucharest University of Economic Studies, Romania

Ecaterina Daniela Zeca, "Dunarea de Jos" University of Galati, Romania

Honorata Howaniec, University of Bielsko-Biala, Poland

Constantin Ilie, OVIDIUS University from Constanta, Romania

Sławomir Jankiewicz, WSB University in Poznan, Poland

Maja Jokiel, Wroclaw University of Economics and Bussines, Poland

Haslinda Binti Husaini, Universiti Teknologi Mara (UiTM), Malaysia

Derweanna Bah Simpong, Universiti Malaysia Kelantan, Malaysia

Zikri Muhammad, Universiti Malaysia Terengganu, Malaysia

Olufunmilayo Tope Afolayan, Covenant University, Ota, Ogun; The Federal Polytechnic, Ilaro, Ogun State. Nigeria

Paul Ciprian Patic, Valahia University of Targoviste, Romania

Erin Olayinka, Covenant University, Nigeria

Maria Bernat, Opole University of Technology, Poland

Florin Stoica, Lucian Blaga University of Sibiu, Romania

Natalia Buchalska-Sugajska, UTP University of Science and Technology, Poland

Chuks Odiegwu-Enwerem, National Open University of Nigeria, Jabi Abuja, Nigeria

Anna Ivanova, Voronezh State University of Forestry and Technologies named after G.F. Morozov, Russia

Tomáš Sadílek, Prague University of Economics & Business, Czechia

Irina Voronova, Riga Technical University, Latvia

Stanislaw Urbanski, University of Science and Technology, Poland

Sorin Burlacu, Bucharest University of Economic Studies, Romania

Elena-Anca Paraschiv, National Institute for Research and Development in Informatics, Romania

Olufemi Adebayo Oladipo, Landmark University, Nigeria

Mariusz Urbański, Czestochowa UT, Poland

Hana Štverková, VŠB-Technical University of Ostrava, Czech Republic

Edyta Kulei-Dudek, Czestochowa University of Technology, Poland

Ionut Jianu, Bucharest University of Economic Studies, Romania

Nik Hazimah Nik Mat, Universiti Malaysia Terengganu, Malaysia

Daisy Kee Mui Hung, Universiti Sains Malaysia, Malaysia

Eva Lukášková, College of Business and Hotel Management, Czech Republic

Tatiana Borisovna Turishcheva, Plekhanov Russian University of Economics, Russia

Nicoleta Daniela Ignat, POLITEHNICA University of Bucharest, Romania

Gabriela Prostean, Politehnica University of Timisoara, Romania

Ivonne Maria Gil Osorio, Universidad Libre Seccional Barranquilla, Colombia

Olga M. Kochkina, MGIMO, Russia

Adrian Moise, Petroleum-Gas University of Ploiesti, Romania

Ludmila M. Osinevich, Kursk State University, Russia

Barbara Wasilewska, Opole University of Technology, Poland

Joanna Muszyńska, Nicolaus Copernicus University in Toruń, Poland

Petrică Sorin Anghelută, The Bucharest University of Economic Studies, Romania

Claudiu Cicea, Bucharest University of Economic Studies, Romania

Erik Ružić, Juraj Dobrila University of Pula, Croatia

Malgorzata Ratai, University of Information Technology and Management in Rzeszow, Poland

Blanka Bazsova, VSB-Technical University of Ostrava, Czech Republic

Inese Lūsēna-Ezera, Liepaja University, Latvia

Tomas Broum, University of West Bohemia, Czech Republic

Dajana Barbić, Faculty of Economics & Business Zagreb, Croatia

Martina Hedvicakova, University of Hradec Králové, Czech Republic

Luis Nobre Pereira, University of Algarve, Portugal

Siti Noorsuriani Maon, Universiti Teknologi MARA (UiTM), Malaysia

Robert Ulewicz, Czestochowa University of Technology, Poland

Karima Haoudi, Université Ibn Tofail, Morocco

Aleks Krasnov, Peter the Great St. Petersburg Polytechnic University, Russia

Ratna Anggraini, Jakarta State University, Indonesia

Marcin Butlewski, Poznan University of Technology, Poland

Fabrizio Amarilli, Politecnico di Milano, Italy

Alina Romanovska, Daugavpils University, Latvia

Petr Rehacek, VSB-Technical University of Ostrava, Czech Republic

Elena-Simona Apostol, University Politehnica of Bucharest, Romania

Tatiana Olegovna Dyukina, Saint-Petersburg State University, Russia

Ovidiu Blajina, POLITEHNICA University of Bucharest, Romania

Hanane Haddad, Abdelmalik Essaâdi University, Morocco

Izabela Czabak-Górska, Opole University of Technology, Poland

Vlatka Skokic, University of Split, Croatia

Adriana Alexandru, National Institute for Resear, ICI Bucharestch and Development in Informatics,

Romania

Cristiana Doina Tudor, University of Economic Studies in Bucharest, Romania

Natalia Lytneva, Oryol State University of Economics and Trade, Russia

Violetta Kuzmina, SWSU South West State University, Russia

Anna Rybak, Czestochowa University of Technology, Poland

Katarzyna Marek-Kolodziej, Opole University of Technology, Poland

Andreea Zamfir, Bucharest University of Economic Studies, Romania

Katarina Haviernikova, Alexander Dubcek University of Trencin, Slovakia

Nor Fauziana Bt Ibrahim, Multimedia University (MMU), Malaysia

Sanja Broz Tominac, University of Zgareb, Faculty of Economics and Business, Croatia

Sanja Franc, Faculty of Economics and Business, University of Zagreb, Croatia

Lawrence Uchenna Okoye, Covenant University, Ota, Nigeria

Prokopjeva Evgenia Leonidovna, Khakass Technical Institute – Branch of the Siberian Federal University, Russia

Agnieszka Knap-Stefaniuk, Jesuit University Ignatianum in Krakow, Poland

Dariusz Masłowski, Opole University of Technology, Poland

Nica Ionut, Bucharest University of Economic Studies, Romania

Elżbieta Sobczak, Wroclaw University of Economics and Business, Poland

Kamila Tomczak-Horyń, Opole University of Technology, Poland

Tuan Tran Hoang, University of Labour and Social Affrairs (HCMC Campus), Viet Nam

Kalaiselvee Rethinam, AIMST University, Malaysia

Dorota Kwiatkowska-Ciotucha, Wroclaw University of Economics and Business, Poland

Rohoza Mykola, University Poltava University of Economics and Trade, Ukraine

Vera Samarina, Staryy Oskol Technological Institute, Branch of National Research Technological

University "MISIS", Russia

Jolly Sahni, Prince Sultan University, KSA

Constantin-Marius Apostoaie, Alexandru Ioan Cuza University of Iasi, Romania

Wojciech Bożek, University of Stettin, Poland

Mariusz Tomczyk, War Studies University, Poland

Patricio Ramirez-Correa, Uniersidad Catolica del Norte, Chile

Okorie Uchechukwu Emena, Covenant University, Nigeria

Manuela Ingaldi, Czestochowa University of Technology, Poland

Svetlana Morkovina, Voronezh State University of Forestry and Technologies named after G.F. Morozov,

Russia

Paweł Buchwald, University WSB in Dabrowa Górnicza, Poland

Dana Kiselakova, University of Presov in Presov, Faculty of Management, Slovakia

Elena Gasparovich, UrFU, Russia

Justyna Maria Myszak, University of Szczecin, Poland

Krzysztof Błoński, University of Szczecin, Poland

Petronela Cristina Simion, University "Politehnica" of Bucharest, Romania

Girjanauth Boodraj, University of Technology, Jamaica

Jakub Fučík, University of Defence, Czech Republic

Oleksandr Yukhymovych Yermakov, National University of Life and Environmental Sciences of Ukraine, Ukraine

Alexei Dolzhenko, Rostov State University of Economics, Russia

Sylwia Konecka, Poznań University of Economics and Business, Poland

Lanre Amodu, Covenant University, Nigeria

Liliana Nicoleta Simionescu, The Bucharest University of Economics Studies, Romania

Oksana V. Haidai, Uman National University of Horticulture, Ukraine

Angie O. Igbinoba, Covenant University, Nigeria

Georgiana-Raluca Lădaru, The Bucharest University of Economic Studies, Romania

Ruxandra Dinulescu, Bucharest University of Economic Studies, Romania

Piotr Kułyk, University of Zielona Góra, Poland

Eugenia Czernyszewicz, University of Life Sciences in Lublin, Poland

Raisa Kozhukhivska, Uman National University of Horticulture, Ukraine

E. A. Borkova, Saint Petersburg State University of Economics, Russia

Katarzyna Kuziak, Wrocław University of Economics and Business, Poland

Ovidiu-Iulian Bunea, The Bucharest University of Economic Studies, Romania

Karolina Rybicka, University of Technology, Poland

Ritesh Chugh, CQUniversity, Australia

Marius Schönberger, RISEBA University of Applied Sciences, Latvia

Hezlina Mohd Hashim, Universiti Teknologi PETRONAS, Malaysia

Pedro Neves Rito, Polytechnic Institute of Viseu, Portugal

Natalia Vladimirovna Lazareva, Saint Petersburg State University of Economics, Russia

Krzysztof Krukowski, University of Warmia and Mazury in Olsztyn, Poland

Maja Pervan, Faculty of Economics, Business and Tourism, Croatia

Josef Botlík, Silesian University in Opava, Czechia

Beata Sofrankova, University of Presov, Faculty of Management, Slovakia

Liva Grinevica, Latvia University of Life Sciences and Technologies, Latvia

Mihai Caramihai, POLITEHNICA University of Bucharest, Romania

Ivan Strugar, University of Zagreb, Croatia

Stefania Cristina Mirica, "Dunărea de Jos" University of Galați, Romania

Paweł Hanczar, Wroclaw University of Economics, Poland

Yong Jing Yi, INTI International College Penang, Malaysia

Edyta Zajbert, University of Economics and Business, Poland

Alena Fedorova, Ural Federal University named after the first President of Russia B.N. Yeltsin, Russia

Hind El Ouazzani, Sultan My Slimane University, Morocco

Shirley Consuelo Honajzrová Banús, Institute of Hospitality Management in Prague, Czech Republic

Alicja Malgorzata Graczyk, Wroclaw University of Economics and Business, Poland

Felix Sadyrbaev, Daugavpils University, Latvia

Larisa Desfonteines, St. Petersburg Peter the Great Polytechnic University, Russia

António Eduardo Martins, Universidade Aberta, Portugal

Janusz Marek Lichtarski, Wroclaw University of Economics and Business, Poland

Elżbieta D. Nawrocka, Wroclaw University of Economics and Business, Poland

Olfa Mrabet, Université Centrale - Honoris United University, Tunisia

Vladimír Bolek, University of Economics in Bratislava, Slovakia

Magdalena Swacha-Lech, Wroclaw University of Economics and Business, Poland

Emese Tokarčíková, University of Zilina, Slovakia

Ivica Linderová, College of Polytechnics Jihlava, Czech Republic

Eva Malichova, University of Zilina, Slovakia

Noreha Hashim, Universiti Malaysia Terengganu, Malaysia

Robert Poskart, Opole University, Poland

Tatiana Shpilina, Russian State Social University, Russia

Małgorzata Rutkowska, Wroclaw University of Science and Technology, Poland

Estera Piwoni-Krzeszowska, Wroclaw University of Economics and Business, Poland

Elizaveta Gromova, Peter the Great St. Petersburg Polytechnic University, Russia

Alicja Brodzka, Wrocław University of Economics and Business, Poland

Ayodeji Olonode, Olabisi Onabanjo University, Ago-Iwoye, Ogun State, Nigeria

Adrianna Guzowska, UTP University of Science and Technology in Bydgoszcz, Poland

Ekaterina Uskova, UrFU, Russia

Khatijah Omar, Universiti Malaysia Terengganu, Malaysia

Ricardo Correia, Instituto Politécnico de Bragança, Portugal

Witold Kowal, Wroclaw University of Economics and Business, Poland

Marta Daroń, Czestochowa University of Technology, Poland

Cezar Toader, Technical Univ. of Cluj-Napoca, Romania

Katarzyna Skrzypek, University of Zielona Góra, Poland

Alfred Paszek, Opole University of Technology, Poland

Lamyaa El Bassiti, Mohammed V University in Rabat, Morocco

Razana Juhaida Johari, Universiti Teknologi MARA Shah Alam, Malaysia

Justyna Śpiewak, UTP University of Science and Technology in Bydgoszcz, Poland

Agnieszka Stanimir, Wroclaw University of Economics and Business, Poland

Cristina Mohora, Politechnica University of Bucharest, Romania

Liviu-Adrian Cotfas, Bucharest University of Economic Studies, Romania

Ivani Ferreira, Instituto Federal do Paraná – IFPR, Brasil

Ivana Nekvapilova, University of Defense, Czech Republic

Funke Omole, Covenant University, Nigeria

Oleksandr Shpykuliak, National Scientific Center «Institute of Agrarian Economics», Ukraine

Mirosław Matusek, Silesian University of Technology, Poland

Iveta Linina, Turiba University, Latvia

Gabriela Bucur, Petroleum Gas University of Ploiesti, Romania

Corina Marinescu, The Bucharest University of Economic Studies, Romania

Magdalena Kakol, Maria Curie-Sklodowska University in Lublin, Poland

Josef Dvorak, University of West Bohemia, Czech Republic

Andrey Baybarin, Southwest State University, Russia

Lina Artemenko, National Technical University of Ukraine "Igor Sikorsky Kyiv Politechnic Institute", Ukraine

Anna Lemańska-Majdzik, Czestochowa University of Technology, Poland

Lorena Batagan, Bucharest University of Economics, Romania

Chiraz El Hog, Sousse University, Tunisia

Adam Sulich, Wroclaw University of Economics and Business, Poland

Olga Loyko, Tomsk Polytechnic University, Russia

Diana Fayvishenko, Kyiv National University of Trade and Economics, Ukraine

Ekhlaque Ahmed, Institute of Business Management, Pakistan

Jumadil Saputra, Universiti Malaysia Terengganu, Malaysia

Aurelia Ioana Chereji, University of Oradea, Romania

Katarzyna Grzesik, Wrocław University of Economics and Business, Poland

Vladimirs Šatrevičs, Riga Technical University, Latvia

Valerii Pavliuk, Co-founder of the NGO "Association of Social Innovations and Scientific

Communications", Ukraine

Tatiana Arkadyevna Karandaeva, Mari State University, Russia

Maja Pušnik, University of Maribor, Slovenia

Andreyeva Darya Andreyevna, St. Petersburg State University of Economics, Russia

Aurelia Vasilica Balan, University of Agricultural Sciences and Veterinary Medicine in Bucharest, Romania

Mateusz Gontarz, Wroclaw University of Economics and Business, Poland

Noorul Azwin Md Nasir, Uni. Malaysia Kelantan, Malaysia

Irina V. Sharf, National Research Tomsk Polytechnic University, Russia

Mária Farkasné Fekete, Institute of Economics and Methodology, Szent Istvan University, Hungary

Svetlana Kostina, Ural Federal University, Russia

Ebe Igbinoba, Covenant University, Nigeria

Ojebola Oluwatunmise, Covenant University, Nigeria

Malgorzata Kutera, Jagiellonian University, Poland

Agung Nugroho, Universitas Indonesia, Indonesia

Zygmunt Kruczek, Academy of Physical Education, Faculty of Tourism and Recreation, Krakow, Poland

Tatiana Nicolaevna Larina, Orenburg State Agrarian University, Russia

Anna Shevyakova, PI Academy "Bolashaq", Kazakhstan

Liudmyla Chvertko, Pavlo Tychyna Uman State Pedagogical University, Ukraine

Adam Ryszko, Silesian University of Technology, Poland

Katarzyna Świerszcz, Military University of Technology in Warsaw, Poland

Anna Kobiałka, University of Life Sciences in Lublin, Poland

James Braman, Community College of Baltimore County, USA

Dragan Benazic, Juraj Dobrila University of Pula, Croatia

Sergei Smirnov, St-Petersburg State University, Russia

Zuliani Dalimunthe, Universitas Indonesia, Indonesia

Dorota Domalewska, War Studies University, Poland

Viktorija Šipilova, Daugavpils University, Latvia

Arshad Ahmad, King Saud University, KSA

Imen Chaouachi Allani, University of Carthage, Tunisia

Mukhamediyev B.M., Al-Farabi Kazakh National University, Kazakhstan

Agnieszka Szczudlińska-Kanoś, Jagiellonian University, Poland

Arkadiusz Piwowar, Wroclaw University of Economics and Business, Poland

Zied Akrout, University of Sfax, Tunisia

Cecilia Cristina Socorro Gonzalez, Universidad del Zulia, Venezuela

Damir Kalpić, University of Zagreb, Croatia

Miroslaw Moroz, Wroclaw University of Economics, Poland

Katarzyna Łukasik, Czestochowa University of Technology, Poland

Taiye Tairat Borishade, Covenant University, Nigeria

Olena Reshetnyak, Research Centre for Industrial Problems of Development of the National Academy of Sciences, Ukraine

Jana Mitríková, University of Prešov, Slovakia

Dorin Maier, Technical University of Cluj-Napoca, Romania

Alexander Obvdenov, Financial University, Russia

Jan Strohmandl, Tomas Bata University in Zlín, Czech Republic

Ruslan Bazhenov, Sholom-Alechem Priamursky State University, Russia

Justyna Zygmunt, Opole University of Technology, Poland

Andreea-Florina Fora, University of Oradea, Romania

Amal Trifa, National School of Computer Sciences, Tunisia

Agnieszka Komor, University of Life Sciences in Lublin, Poland

Arkadiusz Kowalski, Wrocław University of Science and Technology, Poland

Nasrine Shah Abushakra, Esol Education, UAE

Ilona Bondos, Maria Curie-Sklodowska University, Poland

Anna Wziątek-Staśko, Jagiellonian University in Kraków, Faculty of Management and Social

Communication. Poland

Alexandra Baicoianu, Transilvania University of Brasov, Romania

Joanna Antczak, War Studies University, Warsaw, Poland

Larisa Yu. Ovsyanitskaya, International Institute of Design and Service, Russia

Sunita Lylia Hamdan, Multimedia University, Malaysia

Andrzej Skibiński, Czestochowa University of Technology, Poland

Henry C. Nweke-Love, Landmark University, Nigeria

Anna Saniuk, University of Zielona Góra, Poland

Ivana Bilić, University of Split, Faculty of Economics, Business and Tourism, Croatia

Oses Isibor, Lagos City Polytechnic, Ikeja, Nigeria

Konstantin Shvetsov, Peter the Great St. Petersburg Polytechnic University (SPbPU), Russia

Tamara Selishcheva, Saint Petersburg State University of Economics, Russia

Felipe Machorro Ramos, Universidad de las Américas Puebla, México

Fitra Lestari, UIN Sultan Syarif Kasim, Indonesia

Iwona Pisz, The University of Opole, Opole

Ismi Rajiani, Lambung Mangkurat, Indonesia

Tamara V. Talanova, Chuvash State University, Russia

Ilham El Haraoui, Ibn Tofail University, Morocco

Miłosz Gac, WSB University in Gdańsk, Poland

Teresa Proença, University of Porto, Faculty of Economics, Portugal

Patrycja Kokot-Stępień, Czestochowa University of Technology, Poland

Alexandra Cristina Dinu, Bucharest University of Economic Studies, Romania

Marium Mateen Khan, Institute of Business Management (IoBM), Pakistan

Elena V. Butsenko, Ural State University of Economics, Russia

Anna Chechel, Donetsk State University of Management, Ukraine

Feyza Ağlargöz, Anadolu University, Turkey

Ireneusz Miciuła, University of Szczecin

Olga Bucovetchi, University Politehnica of Bucharest, Romania

Anna Sylwia Kowalska, Wroclaw University of Economics and Business, Poland

Anna Mayakova, SWSU, Russia

Ataina Hudayati, Universitas Islam Indonesia, Indonesia

Sebastian Saniuk, University of Zielona Góra, Poland

Marek Szajt, Technical University of Częstochowa, Poland

Isaiah O. Olurinola, Covenant University, Nigeria

Christian Enz, University of South Bohemia, Czech Republic

Aida Matri Ben Jemaa, High Institute of Management (Tunis), Tunisia

Dan Dumitriu, POLITEHNICA University of Bucharest, Romania

Anna Mempel-Śnieżyk, Wrocław University of Economics and Business, Poland

Daniela Zirra, Romanian-American University, Romania

Nataliia Orlova, Professional Development Center of Kiev Region, Ukraine

Marta Nowak, Wroclaw University of Economics and Business, Poland

Lucie Severová, Czech University if Agriculture, Czech Republic

Elena ladrennikova, Ural Federal University named after the first President of Russia B.N. Yeltsin (UrFU), Russia

Maria Plakhotnikova, Financial University under the Government of the Russian Federation, Russia

Elena Lysenko, UrFU, Russia

Anetta Barska, University of Zielona Góra, Poland

Ika Permatasari, Universitas Negeri Surabaya, Indonesia

Lukáš Smerek, Matej Bel University in Banská Bystrica, Slovakia

Alicja Sekuła, Gdansk University of Technology, Poland

Magdalena Sobocińska, Wroclaw University of Economics and Business, Poland

Anita Peša, University of Zadar, Croatia

Francisco Andrés García Barrrera, Universidad Arturo Prat, Chile

Liudmyla Melnyk, Uman National University of Horticulture, Ukraine

Marcin Lawnik, Silesian University of Technology, Poland

Małgorzata Macuda, Uniwersytet Ekonomiczny w Poznaniu, Poland

Janusz Wielki, Opole University of Technology, Poland

Viktoria Anatolievna Degtereva, Peter the Great St. Petersburg Polytechnic University, Russia

Monika Hadaś-Dyduch, University of Economy in Katowice, Poland

Intan Salwani Mohamed, Universiti Teknologi MARA, Malaysia

Sandeep Kumar, Tecnia Institute of Advanced Studies, Affiliated to GGSIP University, New Delhi, India

Marta Starostka-Patyk, Czestochowa University of Technology, Poland

Martha Rodríguez-Villalobos, Universidad de Monterrey, México

Cristian Mera Macías, Universidad Laica Eloy Alfaro de Manabí, Ecuador

Klaudia Przybysz, Wrocław University of Economics & Business, Poland

Jarosław Górecki, UTP University of Science and Technology, Poland

Valery Maslennikov, Plekhanov Russian Economic University, Russia

Nibedita Saha, Tomas Bata University in Zlin, University Institute, Czech Republic

Katarína Rentková, Comenius University in Bratislava, Faculty of Management, Slovakia

Mohammad Kamal Kamel Afaneh, Al Imam Mohammad Ibn Saud Islamic University (IMSIU), KSA

Basel M. Al-Eideh, Kuwait University, Kuwait

Blanka Tundys, University of Szczecin, Poland

Daniela Matušíková, University of Prešov in Prešov, Slovakia

Patrick Omoruyi Eke, Lagos State University, Nigeria

Muntazir Haider Ali, Institute of Business Managemmment, Karachi

Magdalena M. Stuss, Jagiellonian University, Poland

Adebanji W. Ayeni, Landmark University, Nigeria

Monika Kozerska, Czestochowa University of Technology, Poland

Ines Ben Messaoud, University of Gabes / University of Sfax, Tunisia

Konstantin B. Kostin, UNECON, Russia

Oscar Odiboh, Covenant University, Nigeria

Sebastian Kot, Czestochowa University of Technology, Poland

Alla Ivashchenko, Kyiv National Economic University named after Vadim Hetman, Ukraine

Ivana Barišić, University of Zagreb, Faculty of Economics and Business, Croatia

Lubov Afanasjeva, Southwest State University, Kursk, Russia

Alexander Grebenkov, Southwest State University, Russia

Anastasiya Kopytova, Tomsk State Pedagogical University, Russia

Ganna Likhonosova, National Aerospace University «Kharkiv Aviation Institute», Ukraine

Małgorzata Pańkowska, University of Economics in Katowice, Poland

Dyah Setyaningrum, Universitas Indonesia, Indonesia

Maja Mihelja Žaja, Faculty of Economics and Business, University of Zagreb, Croatia

Justyna Dobroszek, University of Lodz, Poland

Besma Hkiri, Jeddah University, KSA

Irina V. Kokushkina, Saint Petersburg State University, Russia

Elena Vasilyeva, Moscow State University of Civil Engineering, Russia

Anastasiya Pesha, Ural State University of Economics, Russia

IseOlorunkanmi OjO Joseph, Landmark University, Nigeria

Mohammed Adnan Moreb, Altinbas University, Turkey

Fred O. Peter, Covenant University, Nigeria

Boris Tušek, University of Zagreb, Faculty of Economics and Business, Croatia

Katarzyna Tworek, Wrocław University of Science and Technology, Poland

Ivana Bulog, Faculty of Economics, Business and Tourism, University of Split, Croatia

Nina Golowko, Self-employed Lecturer, Germany

Olga Ivanovna Solodukhina, Southwest State University, Russia

Galina Bannykh, Ural Federal University, Russia

Joanna Wyrobek, Cracow University of Economics, Poland

Agnieszka Malkowska, University of Szczecin, Poland

Ingrid Majerova, Silesian University in Opava, Czech Republic

Andra-Elena Diaconescu, Politehnica University Timisoara, Romania

Lukas Valek, University of Hradec Kralove, Czech Republic

Boris Miethlich, Comenius University in Bratislava, Faculty of Management, Slovakia

Nataša Šarlija, University of Osijek, Croatia

Stéphane Bourliataux-Lajoinie, CNAM Paris, France

Yuliya Karpovich, Perm National Research Polytechnic University, Russia

Daria Elżbieta Jaremen, Wroclaw University of Economics and Business, Poland

Sabina Kubiciel-Lodzińska, Opole University of Technology, Poland

Agboola Mayowa Gbenga, Covenant University, Nigeria

Agnieszka Dobrowolska, Institute of Meteorology and Water Management – National Research Institute, Poland

Fjodor Ruzic, Institute for Informatics, Croatia

Victoria Viaznikova, Mari State University, Russia

Mohammad Falahat, UTAR, Malaysia

Radoslav Jankal, University of Zilina, Slovakia

Natalia Vladimirovna Sharapova, Ural State University of Economics, Russia

Gennadiy Sheptalin, South Ural State University, Russia

Valentina Mikhailovna Sharapova, Ural State University of Economics, Russia

Renata Brajer-Marczak, Wroclaw University of Economics and Business, Poland

Anastasia Ilyina, Kyiv National University of Trade and Economics, Ukraine

Tijani Amara, University of Gafsa, Tunisia

Tatyana Golovina, Central Russian Institute of Management, Branch of RANEPA, Russia

Olena Berezina, Cherkasy State Technological University, Ukraine

Victoria B. Malitskaya, Plekhanov Russian University of Economics, Russia

Agnieszka Bieńkowska, Wrocław University of Sciences and Technology, Poland

S. Jumambayev, Al-Farabi Kazakh National University, Kazakhstan

Jarosław Olejniczak, Wroclaw University of Economics and Business

Djula Borozan, Josip Juraj Strossmayer University of Osijek, Faculty of Economics in Osijek, Croatia

Nawaz Mohamudally, University of Technology, Mauritius, Mauritius

Piotr Bolibok, The John Paul II Catholic University of Lublin, Poland

Cătălina Florentina Albu, The Bucharest University of Economic Studies, Romania

Patrycja Zwiech, University of Szczecin, Poland

Monika Sipa, Czestochowa University of Technology, Poland

Elena Nebolsina, MGIMO University, Russia

Dorota Bednarska-Olejniczak, Wroclaw University of Economics and Business, Poland

Jolanta Maj. Opole University of Technology, Poland

Natalya Sopilko, Russian State Social University, Russia

Elena Davydenko, St. Petersburg State University, Russia

Laurentiu Gabriel Talaghir, Dunarea de Jos University of Galati, Romania

Maria Federica Cordova, UNISA, Italy

Souhir Amri Amamou, University of Tunis, Tunisia

Irina N. Rogova, St-Petersburg State University of Economics, Russia

Bodislav Dumitru Alexandru, Bucharest University of Economic Studies, Romania

Eva W.L. Lim, UCSI University, Malaysia

Anetta Pukas, Wroclaw University of Economics and Business, Poland

Siti Nurvanah, Universitas Indonesia, Indonesia

Vladimir Nosov, K.G. Razumovsky Moscow State University of technologies and management; Academy

of the Investigative Committee of the Russian Federation, Russia

Svitlana Naumenkova, Taras Shevchenko National University of Kyiv, Ukraine

Boris Mucha, Comenius University in Bratislava, Faculty of management, Slovakia

Athanasios Podaras, Technical University of Liberec, Czech Republic

Galina Yu. Fedotova, The Russian Presidential Academy of National Economy and Public Administration, Russia

Mikhail Polevshchikov, Mari State, Russia

Mateusz Chłąd, Czestochowa University of Technology, Poland

Anna Dolinskaia, South Ural State University, Russia

Venera Kubatovna Sabirova, Osh State University, Kyrgyzstan

Katarzyna Szymczyk, Czestochowa University of Technology, Poland

Margarita R. Tsibulnikova, Tomsk Polytechnic University, Russia

Suhail Mohammad Ghouse, Dhofar University, Oman

Piotr Uchroński, WSB University, Poland

Elena Rozhdestvenskaia, Tomsk State University, Russia

Gratiela Dana Boca, Technical University of Cluj Napoca, Romania

Iryna Koshkalda, Dokuchayev Kharkiv National Agrarian University, Ukraine

Rozalia Kicsi, "Ștefan cel Mare" University of Suceava, Romania

Maria Ciurea, University of Petrosani, Romania

Irena Figurska, Pomeranian University in Slupsk, Poland

Tatiana Verevka, Peter the Great St. Petersburg Polytechnic University, Russia

Andrii Galkin, M. Beketov National University of Urban Economy in Kharkiv, Ukraine

Emeka Okereke, University of Port Harcourt, Nigeria

Aleksandra Radziszewska, Czestochowa University of Technology, Poland

Jaya Ganesan, Multimedia University, Malaysia

Dominika Jagoda-Sobalak, Opole University of Technology, Poland

Przemysław Niewiadomski, University of Zielona Góra, Faculty of Economics and Management, Poland

Piotr Wittbrodt, Opole University of Technology, Poland

Sergey Erokhin, Russian State Social University, Russia

Aleksandra Sus, Wroclaw University of Business, Poland

Viktoria Anatolievna Degtereva, Peter the Great St. Petersburg Polytechnic University, Russia

Iuliia Efimova, Financial University under the Government of RF, Russia

Mercy Ejovwokeoghene Isiavwe- Ogbari, Covenant University Ota, Nigeria

Mikhail Rodionov, Penza State University, Russia

Anna Nowak, University of Life Sciences in Lublin, Poland

Chan Shiau Wei, Nanyang Technological University, Singapore

Sanjay Banerji, Amrita Vishwa Vidyapeetham University, India

Natalya Masyuk, Vladivostok State University of Economics and Service, Russia

Maryna Lohvynova, V.N. Karazin Kharkiv National University, Ukraine

Małgorzata Okręglicka, Czestochowa University of Technology, Poland

Elena Mayorova, Plekhanov Russian University of Economics

Ewa Sobolewska-Poniedziałek, University of Zielona Góra, Poland

Anna Tanina, Peter the Great St. Petersburg Polytechnic University (SPbPU), Russia

Manique Cooray, Multimedia University, Malaysia

Ioana Andreea Bogoslov, Lucian Blaga University of Sibiu, Romania

Sylwia Pangsy-Kania, University of Gdańsk, Poland

Ebenezer Bowale, Covenant University, Nigeria

Karlis Kreslins, Ventspils University of Applied Sciences, Latvia

Mario A. Bochicchio, University of Salento, Italy

Dessy Isfianadewi, Universitas Islam Indonesia, Indonesia

Natalia Gorodnova, Ural Federal University, Russia

Ayobami Jolaade, Covenant University, Nigeria

Bogdan Ghilic-Micu, Bucharest University of Economic Studies, Romania

Kateryna Tiulkina, Odessa State Academy of Civil Engineering and Architecture, Ukraine

Emi Normalina Omar, Universiti Teknologi MARA (UiTM), Malaysia

Karolina Drela, University of Szczecin, Poland

Rand H. Al-Dmour, The University of Jordan, Jordan

Valeriv V. Smirnov, Chuvash State University name I.N. Ulvanov, Russia

Jaishree Asarpota, Higher Colleges of Technology, UAE

Gleb Donin, Czech Technical University in Prague, Czech Republic

Latifah Abd Latib, Universiti Selangor, Malaysia

Tan Choo Peng, Multimedia University, Malaysia

Bruno Barbosa Sousa, IPCA, Portugal

Mikulka Zdeněk, University of Defence, Czech Republic

Johnson Ifeanyi Okoh, National Open University of Nigeria, Abuja, Nigeria

Dike Ike. Rverson University. Canada

Anna Olszańska, Wrocław University of Economics and Business, Poland

Jolana Fedorková, University of Defence, Czech Republic

Olawole Olanre Fawehinmi, Universiti Malaysia Terengganu, Malaysia

Olga V. Zaborovskaya, State Institute of Economics, Finance, Law and Technology St Peterburg, Russia

Anna Witek-Crabb, Wroclaw University of Economics and Business, Poland

Agnieszka Wiśniewska, University of Warsaw, Poland

Alexey Bataev, Peter the Great St. Petersburg Polytechnic University, Russia

Tatjana Vasiljeva, RISEBA University of Applied Sciences, Latvia

Mariya Podshivalova, South Ural State University (SUSU), Russia

Agnieszka Izabela Baruk, Lodz University of Technology, Poland

Natalya V. Alesina, Sevastopol State University, Russia

Julian Jakubowski, Uniwersity of Zielona Góra, Poland

Khaled Mili, King Faissal University, KSA

Afroze Nazneen, University of Jeddah, KSA

Maslin Masrom, Universiti Teknologi Malaysia, Malaysia

Katarina Tomičić-Pupek, University of Zagreb, Faculty of Organization and Informatics, Croatia

Chijioke Esogwa Nwachukwu, Horizons University Paris, France

Michał Dziadkiewicz, Czestochowa University of Technology, Poland

Sonia Aroussi, Tunis Elmanar University, Tunisia

Sorina-Geanina Stanescu, Valahia University of Targoviste, Romania

Hamed Taherdoost, Hamta Academy & Research Club | Hamta Group, Canada

Lidija Dedi, University of Zagreb, Faculty of Economics & Business, Croatia

Ganama Moustapha Gueme, Universiti Tun Hussein Onn Malaysia, Malaysia

Niki Derlukiewicz, Wrocław University of Economics and Business, Poland

Anna Zabłocka-Kluczka, Wroclaw University of Science and Technology, Poland

Danuta Strahl, Akademia WSB, Polska

Dorota Jelonek, Czestochowa University of Technology, Poland

Marcin Hernes, Wroclaw University of Economics and Business, Poland

Victor S. Voronov, St. Petersburg State University of Economics, Russia

Bidyut Hazarika, Western Michigan University, USA

Rim K. Nurmukhametov, Financial University under the Government of the Russian Federatio, Russia

Larisa Mihoreanu, Bucharest University of Economic Studies, Romania

Georgiv Grevz. South Urals State University, Russia

Milena Ilić, Business Academy in Novi Sad, Faculty of Contemporary Arts Belgrade, Serbia

Abdoulrahman Aljounaidi, Al-Madinah International University Malaysia, Malaysia

Olivia Fachrunnisa, UNISSULA, Indonesia

Aleksandra Zygmunt, Opole University of Technology, Poland

José Alberto Lencastre, University of Minho, Portugal

Fanny Martdianty, Universitas Indonesia, Indonesia

João Paulo Teixeira, Instituto Politécnico de Bragança, Portugal

Adebanjo Joseph Falaye, Landmark University, Omu-Aran, Nigeria

Idil Rakhmat Susanto, Universitas Muhammadiyah Makassar, Indonesia

Teuku Aulia Geumpana, University of Newcastle, Australia

Ionut Laurentiu Petre, Bucharest University of Economic Studies, Romania

Kamilah Ahmad, UTHM, Malaysia

Georgeta Soava, University of Craiova, Romania

Alaa Salam Jameel, Universiti Tun Hussein Onn Malaysia, Malaysia

Ewa Mazur-Wierzbicka, University: of Szczecin, Poland

Yulia A. Dubolazova, Peter the Great St. Petersburg Polytechnic University (SPbPU), Russia

Rafał Michalski, Wrocław University of Science and Technology, Poland

Yvonnne Lean-Ee Lee, Multimedia University (MMU), Malaysia

Agnieszka Tłuczak, University of Opole, Poland

Ioana Ceauşu, EA - The Entrepreneurship Academy / Humboldt University Berlin / The Bucharest

University of Economic Studies, Romania

Camelia-Daniela Hategan, West University of Timisoara, Romania

Adrian Turek Rahoveanu, UASVM Bucharest, Romania

Martina Blašková, Police Academy of Czech Republic, Czech Republic

Olga Viktorovna Litvinova, Chuvash State Agricultural Academy, Russia

Irina-Adriana Chiurciu, USAMV Bucharest, FMDR, Romania

Aneta Sokół, University of Szczecin, Poland

Alawiya Allui, Prince Sultan University, KSA

Elena Mudrova, Peter the Great St. Petersburg Polytechnic University, Russia

Sandra Grabowska, Silesian University of Technology, Poland

Ana Elena Maioru, National School of Political and Administrative Studies SNSPA, Romania Daniela Cristina Momete, University Politehnica of Bucharest, Romania Afshan Rauf, University of Wollongong, Australia Marta Kadłubek, Czestochowa University of Technology, Poland Marius Daraban, Lucian Blaga University of Sibiu, Romania Leonilde Reis, Polytechnic Institute of Setúbal, Portugal Bogdan Florin Filip, "Al.I.Cuza" University of Iaşi, Romania Zainab Amin ALsulami, University of Basrah, Iraq Iustin Ivlev, The Academy of Economic Studies, Romania Rubina Masum, IQRA University, Pakistan

Disclaimer: The abstracts and papers included in these Conference Proceedings remain the work of the authors and represent their own research / opinion. IBIMA staff have had only non-editorial intervention.

It is IBIMA policy to make reasonable effort to send complete papers to two members of the program committee for full blind peer review and to send a summary of review back to the author(s)

Table of Content

(Monotowns)(Monotowns)	1
Natalia V. GORODNOVA, Elena G. SHABLOVA, Dmitry L. SKIPIN, Anastasiya A. PESHKOVA and Ivan S. ROZHENTSOV	
Aspects of Corporate Social Responsibility Included in The Integrated Reports: OMV Petrom Case Study Carmen Florentina PĂUNESCU (PETRE) and Mariana MAN	19
Vigor at Work, How Employees' Perception of Working Time Influence Their Work Satisfaction	32
Trends of Fast Food among University Students	44
Youth' Willingness and Challenges in Volunteerism: Student Perspective	49
Transparency in Banking Financial Reporting Evaluation System	59
Analysis of Hotspots and Trends of Life Insurance in China	67
Analysis of The Influence of Process Performance on Organizational Performance: Evidence from Romania	77
Measuring the Value of Creativity in Strategies Formulated by Startups	85
Financial Sustainability of Educational Institutions in Nigeria: Balanced Scorecard Approach and Implications for Policy Designs	94
Scrum Solo: Application in Projects with a Strong Integration Component	109
Customer Service in Logistics - A Theoretical Framework	118
Evolution and Modern Solutions in Managing Sales Competitiveness Based on Trade Calculation	128
Cloud Project Management	138
Reducing Exchange Rate Risk on The Example of ERP Software	153
Quality Cost Calculation as Data Source for Kaizen Costing System	164

The Innovative Potential of The Regional System: Research, Evaluation and Management	11291
Fascization Trends in Modern Society as A Response to Global Contradictions	11301
Conceptual Model of Ethics Assessment for Artificial Intelligence Systems Based on Tabular Data	11306
Support of Electronic Commercial Entities in the Conditions of Deepening Global Corona Crisis: Tax Aspect	11317
Multiagent Search for Extremes on A Defined Infrastructure as A Tool for Regional Sustainability Analyzes	11324
Social Potential in The Conditions of Digitalization of Economy and Society: Evaluation and Opportunities for Development	11332
Design and Execution of a Manipulator With 6 Degrees of Freedom Controlled by A Smartphone	11340
Collection of Reference Data for Durability Tests Using A Road Simulator	11352
Corporate Anti-Corruption Disclosure: An Examination of the Coercive Pressure of Directive 2014/95/EU. Ewa RÓŻAŃSKA and Łukasz MATUSZAK	11366
Materiality of non-financial information: An Examination of the Impact of Directive 2014/95/EU	11376
The Impact of Directive 2014/95/EU Implementation on Reliability of Non-Financial Information – Empirical Evidence from CEE Country	11386
Human Rights Disclosure under Increasing Coercive Pressure: An Examination of the role of Directive 2014/95/EU	11396
The East v The West of European Union – Working Conditions and Upbringing of Children	11405
A Novel Infrastructure 2 Pedestrian Approach to Increase Human Life and Health Safety	11410
Study of The Peculiarities of The Product and Geographical Structure of Russia's Non-Commodity Non-Energy Exports to North African Countries	11419
Assessment of The Institutional Framework of Russia's Cooperation with North African Countries TKACHENKO M.F., SHAFIEV P.M., BUDARINA N.A., TATAYEVA I.Y. and BLUDOVA S.N.	11423

Social Potential in The Conditions of Digitalization of Economy and Society: Evaluation and Opportunities for Development

KNIAZ SVIATOSLAV

Lviv Polytechnic National University, Lviv, Ukraine, 79013 E-mail: svkniaz@ukr.net

STARUKH ANNA

Ivan Franko National University of Lviv, Lviv, Ukraine, 79000 E-mail: a_starukh@lnu.edu.ua

SHEVCHUK IRYNA

Ivan Franko National University of Lviv, Lviv, Ukraine, 79000 E-mail: i_shevchuk@lnu.edu.ua

SKUPEIKO VASYL

Lviv University of Business and Law, Lviv, Ukraine, 79021 E-mail: vasyl.skupeiko@ukr.net

HALAZ LINA

Lviv Polytechnic National University, Lviv, Ukraine, 79013 E-mail: halaz.l@gmail.com

KRAMAR RUSLANA

Lviv University of Business and Law, Lviv, Ukraine, 79021 E-mail: ruslana.kramar@ukr.net

MOSKVYAK YAROSLAVA

Lviv Polytechnic National University, Lviv, Ukraine, 79013 E-mail: slavakohanec1201@gmail.com

OGIRKO IGOR

Ukrainian Academy of Printing, Lviv, Ukraine, 79020 E-mail: ogirko@gmail.com

SMIRNOVA KATERYNA

Odessa State Environmental University Odesa, Ukraine, 65016 e-mail <u>- katerynavs80@gmail.com</u>

RUSYN-HRYNYK ROMAN

Lviv Polytechnic National University, Lviv, Ukraine, 79013 forvardroman@ukr.net

KOZAKEVYCH OLHA

Ivan Franko National University of Lviv, Lviv, Ukraine, 79000 olgakozakewycz@gmail.com

Abstract

The article is a study of social potential in the context of digitalization of the economy and society and a consideration of its opportunities for development. The study establish that the economy digitalization is one of the most widely discussed aspects of the global socio-economic process, which has numerous, multifaceted and diverse manifestations. The fact, that the growth of digital technologies entails an exponential increase of quantitative and qualitative integration changes in the society communication system is noted. It is stated that American scientist N.

Cite this Article as: KNIAZ SVIATOSLAV, STARUKH ANNA, SHEVCHUK IRYNA, SKUPEIKO VASYL, HALAZ LINA, KRAMAR RUSLANA, MOSKVYAK YAROSLAVA, OGIRKO IGOR, SMIRNOVA KATERYNA, RUSYN-HRYNYK ROMAN and KOZAKEVYCH OLHA "Social Potential in The Conditions of Digitalization of Economy and Society: Evaluation and Opportunities for Development" Proceedings of the 36th International Business Information Management Association (IBIMA), ISBN: 978-0-9998551-5-7, 4-5 November 2020, Granada, Spain.

Negroponte proposed the term "digital economy" in 1995. The article clarifies that researchers identify five areas of digital technologies impact on economic activity and indicate their areas of implementation: the Internet of Things, Big Data, innovative 3D printers, the economy of sharing. It is stressed that the global trends of digitalization of national economic systems are the development of technologies for microelectromechanical systems (MEMS), cognitive robotics, computer-aided design (CAD), mechatronics, high-precision instruments, supersensitive sensors, signal preprocessing, cloud data, Internet. The article considers that the areas of digitalization of the economy impact on social potential are as follows: the labor market, online educational services, cybercrime and business. Digital technologies and products currently considered innovative trends in the modern socio-economic environment as the most promising for the development of social society potential are presented. The process of digitalization of goods and services production has not only technological advantages, such as a new industrialization on a digital basis, increasing the competitiveness of economic entities, etc. Despite the importance of digitalization of the national economy, public authorities should not forget that the main vector of its development is the socialization of the economy, its fulfillment, first, the social functions to ensure the welfare of households and the whole society through effective use of digital information technologies. That is why the development of various legal acts, that will implement digital technologies in public life and at the same time protect the rights of citizens, deserves special attention.

Keywords: Digitalization, Digital Economy, Society, Social Potential.

The topicality of the research problem

Currently, the digitalization of the economy is one of the most widely discussed aspects of the global socioeconomic process, which has numerous, multifaceted and diverse manifestations. The base of it is the deep penetration of digital technologies, i.e. the use of hardware and software for the collection, processing and transmission of digital information in all areas of economic activity and social relations [8, p. 951]. Estimates of the economy digitalization phenomenon are ambiguous, but researchers agree that its study is essential and only scientific understanding can achieve a harmonious combination of technical and technological progress and socioeconomic life. That is why the study of social potential of the economy and society digitalization is extremely relevant.

Analysis of recent studies and publications

The digital economy as a new socio-economic system based on a new technological opportunities is the subject of many works of futurists and philosophers. A significant number of works ensuing the specific goal to reveal the causes and repeat the success of companies that use new business models are devoted to this problem. Among the foreign authors dealing these problems are H. R. Varian (1992), T. Pearson (1994), A. Goldfarb (2013), S. M. Greenstein (2013), C. E. Tucker (1998), K. Schwab (2017) and others. A large amount of research is conducted under the auspices of international organizations (e.g., OECD), national research institutions of different countries and initiative groups (e.g., MIT Initiative on the Digital Economy, IDE). Ukrainian economists are also actively involved in creating the conceptual apparatus of the institutional palette of systems research in the digital economy. Among them are V. Groysman, V. Heitz, N. Heorhiadi, A. Hrytsenko, Y. Zaitseva, S. Kniaz, S. Kubiv, O. Moskalenko, R. Skrynkovskyy, T. Yefimenko, V. Yuzevych and others [1–28]. However, at the same time, a significant number of problems regarding the vision of the digital development of the economy and society concept remain insufficiently solved.

The aim of the study is to analyze the social potential in the context of digitalization of the economy and society and to identify opportunities for its development.

The object of the research is the social potential in the conditions of economy and society digitalization.

The subject of the research is the digitalization of the economy and society.

The principal material statement

Digitalization is, first, a procedural phenomenon. Today, the exponential growth of digital technologies entails an exponential growth in the quantity and quality of integration changes in the society communication system. The emergence of technical means such as the Internet and mobile devices allowed members of society to be in constant communication with each other is the first step in digitalization as well as a harbinger of global modifications of social institutions and the total vector of society development [16, p. 37].

The term "digital economy" was proposed in 1995 by American scientist N. Negroponte (1995) [17, p. 44], but, despite more than two decades of its widest popularity, the meaning of the concept remains indefinite.

The digital economy, also known as the Internet economy, the new economy, or the web economy, refers to the one that is mainly based on digital technologies include digital communications networks, computers, software, and other related information technologies. In other words, the term "digital economy" refers to the convergence of computing and communication technologies over the Internet and, therefore, to the flow of information and technologies that stimulate e-commerce and huge organizational changes [15, p. 138].

There are two approaches to the concept of "digital economy". The first one interprets it as a set of industries focused on the production of electronic goods and services based on digital technologies. Examples are distance learning, creation and implementation of media content, etc. This approach considers, in fact, a new group of products produced based on a certain technology and designed to meet both existing and new needs, formed in a noteworthy as the realization of the opportunities provided by technology. The second approach considers the digital economy as a new format of the economic environment formed under the influence of scientific and technological progress in the field of digital technologies and realizes the opportunities provided by them in all areas of socio-economic activity [20].

The development of the digital economy in the broadest sense of the word extends to the following main areas:

- financial, where digital technologies cover a fairly high share of all financial services;
- production, where its main share falls on the high-tech sector;
- trade, where Internet commerce is currently not so common:
- social, for example, health care, education, provision of other social services [12, p. 9].

The global trends of digitalization of national economic systems are, first, the development of technologies for microelectromechanical systems (MEMS), cognitive robotics, computer-aided design (CAD), mechatronics, high-precision instruments, supersensitive sensors, pre-processing of signals, Internet and cloud data, etc. These technologies provide the digitalization embodiment of production processes [10, p. 68].

Researchers identify five areas of digital technologies impact on economic activity: 1) data collection and analysis; 2) personalization and setup; 3) experiments and continuous development; 4) innovation in contracts; 5) communications and communication tools.

Implementation realms of the above areas are:

- 1. Internet of Things. This concept of a physical objects computer network equipped with embedded technologies allow them to interact with each other and/or with the external environment, implies that the organization of such networks can restructure economic and social processes, eliminating the need for human participation in actions and operations, more advanced concept of the Internet of Everything. Internet of Everything is the integration of people, processes, data, and things into a network leads to the development of procedures to process the vast amounts of data generated by connected objects. The basis of the Comprehensive Internet is things, data, people, and processes.
- 2. Big Data. This is a socio-economic phenomenon associated with the emergence of technological capabilities for the analysis of huge data sets and the transformational consequences that follow from this. The defining characteristics of "big data" are represented by the 3 V formula; the components the formula are physical volume, velocity of growth and processing, and variety of structured and semi-structured data types.
- 3. Innovative 3D printers. These are devices for layer-by-layer creation of physical objects based on digital three-dimensional models, which use reduces the time and effort of creating and replicating many objects, but requires a wide range of new materials.
 - 4. Sharing economy, where people and companies organize business through digital platforms [1, p. 91].

Under the influence of digital technologies, management mechanisms and market business models are changing, value-added models are being transformed, the importance of intermediary activity in the economy is decreasing, and the possibilities of an individual approach to the creation of goods and services are increasing. The transition to the intensive use of digital technologies can have far-reaching political implications for macroeconomics.

In developed and a number of developing countries, with a rapidly growing economy, the so-called "knowledge economy" is being formed as a new economic system, as well as a new market structure, in particular, the labor market.

The knowledge economy is characterized by the following features: accelerating the aging trend of highly educated population with a median age of forty-five years, tertiary education (share -60%), the highest integrated indicator – the human development index, average GDP per capita -52 thousand dollars, developed digital economy, almost full coverage of the Internet -85% of the population [3, p. 1973].

According to the framework proposed by J. Rasmussen, there are three categories of people employed in the economy: "Skill", "Rule" and "Knowledge". The classification of these categories is based on the length of the training period required to perform the relevant tasks, as well as the nature and degree of autonomy of work. Examples of occupations that fall into the category of "Skills" are operators, salespeople, drivers, security guards, support workers. To perform the labor functions of the category "Rule" requires specialized, applied training, which is typical for locksmiths, accountants, nurses, office administrators. The category "Knowledge" includes such professions as: teachers, doctors, physicists, chemists, engineers, managers, scientists [6, p. 663].

In this regard, it is important to stimulate the emergence of new segments of the economy and the development of high-tech jobs, already created in our country (only 17% of jobs belonging to the category of "Knowledge"); they would focus on knowledge, which, in turn, will stimulate the demand for professionals who meet the latest requirements of digitalization:

- possession of cognitive skills (excellent memorization of information, good skills to find, process, and transform information, the ability to draw conclusions, model and build hypotheses, apply the knowledge in practice);
- possession of social and behavioral skills (ability to interact in a team on the base of positive communication, adequately respond to stressful situations managing the emotions and emotional state, to conduct adequate self-assessment and evaluation of others, the ability to solve problems);
- possession of digital skills, i.e. the development and application of digital intelligence based on digital citizenship, in particular, for the future development of digital entrepreneurship).

Despite many discussions both on foreign and domestic scientific and technological platforms, there is no commonly accepted vision of the labor market future. There is also no consensus on the key factors that will affect future jobs and wages. Currently, most scientists emphasize that the labor market is under the impact of the Fourth Industrial Revolution focus on technological developments in robotics, neuromorphic engineering, and the creation of artificial intelligence. Some experts view the future of materialized labor in five dimensions: the future of jobs; quality of jobs; increasing inequality in wages and incomes; formation of a "new" social protection system (for example, developed countries are already conducting experiments on the "introduction" into practice so-called "unconditional income"); conducting social dialogue in a system prone to the transformation of industrial relations [14].

The development of the digital economy has a great impact on the labor market: the structure of employment is changing, there are new requirements for professional competencies, and the demand for ICT professionals is growing. Citizens employed in almost all sectors of the economy must master digital skills in work with information using modern means of telecommunications and software [4, p. 52].

With the digitalization of economic relations, new specialties and professions are emerging. There is a rethinking of the very concept of "high qualification", as the criteria for skilled work in the traditional definition is the presence of higher or specialized education and the manifestation of professional experience, skills and abilities. Nevertheless, in a digital economy, the ability to permanent adaptation to acquire new knowledge, skills and abilities is of particular importance. At first glance, these trends do not carry any negative burden, if you ignore the specific feature of the fourth industrial revolution in the labor sphere. Its essence is that it does not create many jobs in new industries. For example, in the United States, only 0.5% of employees are busy in new industries that did not exist in the twentieth century. Moreover, about 47% of jobs in the United States may become automated in the next two decades, and as a result, the relevant professions will disappear [2, p. 10]. The labor market will have a tendency to increase polarization, the essence of which is that the intensification of employment will be inherent to highly profitable cognitive and creative professions, as well as low-income manual labor and its weakening for medium-income standard professions.

According to research The Future of Jobs, published by the World Economic Forum, by 2020 the world labor market will add 2 million jobs, but 7.1 million will disappear. Jobs will appear in the intellectual and high-tech spheres, and will reduced in the real sector of the economy and administrative work [19].

In addition, an "economy on demand" model of doing business will seriously affect the labor market; this model assumes that at any time anywhere in the world the consumer can get what he wants. This model is projected on the

labor sphere. As a result, there may be a proliferation of unregulated virtual labor, and the class of workers who earn from order to order and disenfranchised will increase.

Such changes in the labor market are at odds with the existing human resources and education system and raise questions: what to do with people who have not found a place in the digital economy, as they do not have creative potential, special social and communication skills, and cannot work in conditions of uncertainty and rapid change? At the same time, in some industries the situation is changing slowly (higher education, mining and processing industry, construction); others are faster (health, transport, consumer goods, public sector, engineering, energy), but some are very fast (banking, insurance, high technology, telecommunications, media, retail, sports and entertainment). Thus, there is a kind of "digital labor trap", which will result in the emergence of so-called "digital marginals" (the people who are unable for a number of reasons to adapt to digital social and working conditions) [13, p. 16].

New jobs are being created at least in the field of IT and robot maintenance. Their number is less than the number of potentially lost jobs due to the introduction of robots in all industries. However, today there are new areas of economic activity related to digital technology and mass dissemination of information. For example, photo and video blogging, which, in fact, is not direct, but the sale of individuality, the sale of information, which, according to Pierre Levi, is synonymous with "knowledge". Moreover, ubiquitous automation, increasing productivity, leads to cheaper goods. At the same time, the purchasing power of people who lost their jobs due to the introduction of robots and failed to retrain into IT specialist or video blogger will tend to zero. This means that the goods will simply remain unpurchased and the manufacturer will suffer losses. The consequences of this economic paradox can be observed today; in developed countries, the question of the providing and receiving unconditional basic income for some members of society arise more and more often.

Another important area of digital economy development, which covers a huge number of people, is widespread free online courses. However, for a long time, distance education was only a supplement to traditional university education. The organization of online training first helps those who received education without leaving work. Modern online courses have a number of fundamental differences. The main one is that online educational platforms are focused on students. Anyone who has access to the Internet can attend such courses. The second difference is that such an educational product is not limited by the services of university courses. The main idea of such projects is that anyone can learn any necessary skill [5, p. 76].

In the context of digitalization, cybercrime is actively developing, and it poses the most serious danger to the financial sector, as mobile devices and financial mobile applications have already become part of the remote banking infrastructure. The threat is posed by smart contracts in organizations and companies that do not interact directly with money (like banks), but are close by and through them large amounts can be accessed. Thus, despite all the advantages of digital technology in the financial sphere, the threats are quite high. For fraudulent purposes, a digital resource of cryptocurrency is used; it has the properties of transactions anonymity, uncontrollability of any regulators, the lack of any collateral, and the impossibility of canceling the transaction. With the help of cryptocurrency, usually, bitcoins, conduct illegal transactions, evade taxes, and launder money obtained by criminal means. Cryptocurrency can also be used to finance international terrorism [11].

The digital age is changing the approach to making business, as well as the requirements for information technology used: 1) marketing management systems, sales and service; 2) telephony and messengers; 3) document management and personnel management systems; 4) accounting systems and many other enterprise applications. Thus, digitalization closely penetrates into most spheres of public life. Digital technologies and products that are currently considered innovative trends in the modern socio-economic environment and are the most promising for the development of social potential of society are presented in Table 1.

Table 1: The most promising for the development of society social potential digital technologies and products

Digital Technology Type	Overview of Digital Technology
BioTech	The consumption of living organisms and biological processes in production, agriculture and medicine with the use of high technologies
RetailTech	Technologies developed by startup for use in trade. These technologies include: 3D body scanning, consumer tracking by AI-enabled assistants to help retailers and consumers
LegalTech	Digital technologies in the legal field of business, specializing in information technology services for professional legal activities, and since the late 2000s also in the provision of legal services to consumers using information technology

The field of the latest insurance technologies to give existing
insurance products a digital form, as well as to change radically the
product or the process of concluding a contract for its provision in
order to improve the quality of customer service
All IT products, solutions, developments, services that help to solve
public sector problems
Internet marketing has evolved into digital marketing with use of
comprehensive methods of on-line strategy, website development and
mobile applications, creative and copywriting, contextual advertising
and SMM, as well as other interactive products. The most popular
forms of digital channels are search promotion; contextual and teaser
advertising; media and banner advertising; promotion on social media
and blogs; creation of mobile applications for smartphones, tablets and
other media; viral advertising
CRM is a sales system, ready-made processes for managing all types
of transactions. Bpm'online CRM combines the capabilities of a
customer relationship management (CRM) system and a business
process management system (BPM).
Digital insurance allows insurance companies to reduce costs, increase
customer service speed, provide standardization and improve the
responses and services quality, establish a close relationship between
the insurance company and the customer. The use of cloud platforms
reduces the likelihood of errors, and the process itself becomes open
and allows you to track the status of claims settlement.
ePrescription (electronic prescription) is carried out on the basis of 3
procedures: eCapture provides formation of an electronic prescription
by a doctor of a medical institution; eTransfer is a confidential transfer
of an electronic prescription to a pharmacy; eDispensation means data
transfer from the pharmacy back to the medical institution,
confirmation.
"Digital" technologies to provide remote medical services and support
the work of doctors

Source: [7] improved by the authors based on [21–29]

Thus, we can identify the basic characteristics of the digital phase of society:

- a strong trend of steady and unhindered development of technologies and expansion of the constantly updated technological innovations. Moreover, the growth of computing capacity significantly exceeds the cognitive abilities of person;
- absence of geographically determined barriers to the dissemination of digital technologies and knowledge, increasing availability of information for all members of society;
- the tendency to "mobilize" and individualize the input and output devices of information transmission, which, in turn, leads to the blurring of boundaries between the biological nature of man and artificial technological products:
- the presumed unlimited amount of information transmitted through communication channels, which are constantly expanding;
- growing demand for subjectivity and constant reorganization of skills that are dominant in the economic relations of a digitalized society;
- evolution of social institutions and historically formed communication systems under the condition the corresponding institutional and technological base;
- the set of functional possibilities of human labor replacement by automated work that extensively replaces physical work of people with work of robots expands [9, p. 224]. Moreover, the first three industrial revolutions mechanized human labor, that is, facilitated human labor, but person still remained involved in the process of material production, the fourth industrial revolution displaces person from the realm of physical labor and fully automates it. Such automation in the end no longer facilitates human labor, but directly replaces human labor and may lead to negative socio-economic consequences in the future [18, p. 49].

Conclusions

The study [1–29] found that the digitalization of the economy is one of the most widely discussed aspects of the global socio-economic process, which has numerous, multifaceted and diverse manifestations. The growth of digital technologies entails an exponential increase in the number and quality of integration changes in the communication system in society. Researchers identify five areas of impact of digital technologies on economic activity and indicate their areas of implementation. The main directions of the economy digitalization impact on the social potential are the labor market, online educational services, cybercrime and business. Digital technologies and products are presented that are currently considered innovative trends in the modern socio-economic environment and are the most promising for the development of society social potential. The process of digitalization of goods and services production has not only technological advantages, such as a new industrialization on a digital basis, increasing the competitiveness of economic entities, etc. According to the author's opinion, despite the importance of digitalization of the national economy, public authorities should not forget that the main vector of its development is the socialization of the economy, its fulfillment, first, the social functions to ensure the welfare of households and the whole society through effective use of digital information technologies. That is why the development of various legal acts, that will implement digital technologies in public life and at the same time protect the rights of citizens, deserves special attention. Further research, in our opinion, should be aimed at studying the world experience of digitalization of socially significant spheres and the implementation of the best ideas in our country.

References

- 1. Vilken, V. V. (2019). *Upravlenie regionalnym razvitiem v usloviyah cifrovoj ekonomiki* [Regional Development Management in the Digital Economy] (PhD Thesis), St. Petersburg: St. Petersburg Polytechnic University of Peter the Great. (in Russ.).
- 2. Vodyanenko, O. I., & Shtokolova, A. A. (2015). Institucionalnye faktory, prepyatstvuyushie formirovaniyu socialno orientirovannogo gosudarstva [Institutional factors of the socially oriented state formation]. *Vestnik Saratovskogo gosudarstvennogo social'no-jekonomicheskogo universiteta (Bulletin of the Saratov State Socio-Economic University*), no. 5 (59), pp. 9-11. (in Russ.).
- 3. Gajnanov, D. A., & Klimenteva, A. Yu. (2018). Prioritety kadrovogo obespecheniya cifrovoj ekonomiki [Priorities staffing of the digital economy]. *Kreativnaya ekonomika (Creative Economy)*, no. 12, pp. 1963-1976. (in Russ.).
- 4. Dannikov, O. V. (2016). Ispolzovanie informacionnyh tehnologij kak sredstva konversii v upravlenii prodazhami [The use of information technologies as a means of conversion in sales management]. Proceedings of the *Marketing and digital technologies: II International scientific and practical conf.* (*Ukraine, Odesa, May, 26-27*), Odesa, pp. 54-56. (in Russ.).
- 5. Dannikov, O. V. (2018). Kontseptualni zasady tsyfrovizatsii ekonomiky Ukrainy [Conceptual principles of digitalization of Ukraine's economy]. *Market infrastructure*, no. 17, pp. 73-80.
- 6. Krapchina, L. N., Vlazneva, S. A., & Vlaznev, A. I. Uskorenie didzhitalizacii ekonomicheskih processov i ee vliyanie na srednesrochnuyu konyunkturu rynka truda: vozmozhnosti i riski [Acceleration of economic processes digitalization and its impact on the medium-term situation of the labor market: opportunities and risks]. *Ekonomika truda (Labor economics)*, vol. 6, no. 2, pp. 659-676. (in Russ.).
- 7. Kraus, N. M., Goloborodko, O. P., & Kraus, K. M. (2018). Tsyfrova ekonomika: trendy ta perspektyvy avanhardnoho kharakteru rozvytku [Digital economy: trends and prospects of avant-garde development]. *Efektyvna ekonomika* (*Efficient economy*), no. 1, pp. 1-7. (in Ukr.).
- 8. Kruglov, D. V. (2018). Vliyanie digital-tehnologij na kachestvo chelovecheskih resursov [The impact of digital technologies on the quality of human resources]. *Ekonomika truda (Labor economics)*, no. 4, pp. 951-958. (in Russ.).
- 9. Moiseeva, A. A. (2017). Conditions and consequences of the digitalization of modern society: socio-economic analysis. *Vestnik Tomskogo gosudarstvennogo universiteta filosofija. Sociologija. Politologija. (Bulletin of the Tomsk State University Philosophy. Sociology. Political science)*, 39, 216–226. (in Russ.).
- 10. Orehova, E. A. (2013). *Gumanizaciya ekonomicheskogo rosta: tendencii i protivorechiya* [Humanization of economic growth: trends and contradictions]. Saratov: Saratov State Socio-Economic University/ (in Russ.).
- 11. Orehova, E. A., & Ustinova, N. G. Cifrovaya transformaciya socialnoj sfery: sinergeticheskij pohod [The digital transformation of the social sphere: a synergistic approach]. *Cifrovaya ekonomika (Digital economy)*. Available at: http://www.seun.ru/content/DigitalEconomy/analitika/stati.php. (accessed 30 May 2020)
- 12. Starodubceva, E. B., & Markova, O. M. (2018). Cifrovaya transformaciya mirovoj ekonomiiki [Digital Transformation of the World Economy]. *Vesnik AGTU (Vesnik ASTU)*, no 2, pp. 7-15. (in Russ.).

- 13. Ustinova, N. G. (2015). Vliyanie institucionalnyh faktorov na innovacionnuyu sostavlyayushuyu ekonomiki [The influence of institutional factors on the innovative component of the economy]. *Vestnik SGSJeU. (Bulletin of SSESU)*, no. 5, pp. 14-19. (in Russ.).
- 14. Annunziata, M., & Bourgeois, H. (2018). The future of work: how G20 countries can leverage digital-industrial innovations into stronger high-quality jobs growth. *Economics: Open-Assessment E-Journal*, vol. 12. Available at: http://www.economics-ejournal.org/economics/journalarticles/2018-42 (accessed 15 May 2020)
- 15. Hagen, R. (2018). The End of Ownership: Personal Property in the Digital Economy. *Science and Public Policy*, vol. 45, no. 1, pp. 137–139.
- 16. Lyon, D. (2013). The information society: Issues and illusions. USA: John Wiley & Sons.
- 17. Negroponte, N. (1995). Being Digital. N. Y.: Knopf.
- 18. Schwab, K. (2017). The fourth industrial revolution. USA: Crown Business.
- 19. The Future of Jobs Report 2018. Available at: http://www3.weforum.org/docs/WEF_Future_of_Jobs_2018.pdf (accessed 12 June 2020)
- 20. Unold, J. (2003). Basic aspects of the digital economy. *Acta Universitatis Lodziensis*. Available at: http://dspace.uni.lodz.pl:8080/xmlui/bitstream/handle /11089/7061/41-49.pdf;sequence=1 (accessed 2 June 2020)
- 21. Skrynkovskyi, R. (2008). Investment attractiveness evaluation technique for machine-building enterprises. *Actual Problems of Economics*, 7(85), pp. 228–240.
- 22. Skrynkovskyi, R. M. (2011). Methodical approaches to economic estimation of investment attractiveness of machine-building enterprises for portfolio investors. *Actual Problems of Economics*, 118(4), pp. 177–186.
- 23. Popova, N., Kataiev, A., Skrynkovskyy, R., & Nevertii, A. (2019). Development of trust marketing in the digital society. *Economic Annals-XXI*, 176(3-4), pp. 13–25. doi: https://doi.org/10.21003/ea.V176-02.
- 24. Yuzevych, V., Klyuvak, O., & Skrynkovskyy, R. (2016). Diagnostics of the system of interaction between the government and business in terms of public e-procurement. *Economic Annals-XXI*, 160(7-8), pp. 39–44. doi: https://doi.org/10.21003/ea.v160-08.
- 25. Heorhiadi, N., Farat, O., Kazymyra, I., Pavlenko, O., Gnylianska, L., Sai, L., Moroz, S., Kalashnyk, O., & Skrynkovskyy, R. (2019). Modeling of Options of Providing Entrepreneurship Entities Competitiveness on the Basis of Innovation Clusters Development. *Proceedings of the 34th International Business Information Management Association (IBIMA)*, 13-14 November 2019, Madrid, Spain. pp. 7319–7323. ISBN: 978-0-9998551-3-3.
- 26. Pawlowski, G., Rusyn-Hrynyk, R., Sopilnyk, L., Yankovska, L., Skrynkovskyy, R., Pavlenchyk, N., Petryk, I., Batkovets, N., & Kataiev, A. (2019). Regulation of the Competitiveness of Financial Business Structures. *Proceedings of the 34th International Business Information Management Association (IBIMA)*, 13-14 November 2019, Madrid, Spain. pp. 9976–9981. ISBN: 978-0-9998551-3-3.
- 27. Kniaz, S. V., Heorhiadi, N. H., & Krasilych, I. O. (2017). Technology of Formation of Enterprise Export-Import Activity Mechanisms. Scientific Bulletin of Polissia, 2(3(11)), pp. 34–42. doi: https://doi.org/10.25140/2410-9576-2017-2-3(11)-34-42.
- 28. Kniaz, S., Pavlenko, E., Rubel, O., & Zavnerchik, O. (2018). Funding Mechanisms for Implementation of Marine Strategy Framework Directive: Eu Experience. *Financial and Credit Activity: Problems of Theory and Practice*, 4(27), pp. 341–348. doi: https://doi.org/10.18371/fcaptp.v4i27.154215.
- 29. Kniaz, S. V., Druhov, O. O., Fedorchak, O. Y., & Prochorenko, V. P. (2018). Analysis of Development Dynamics of Banking Sector in Ukraine. *Financial and Credit Activity: Problems of Theory and Practice*, 2(25), pp. 27–35. doi: https://doi.org/10.18371/fcaptp.v2i25.135976.

Publication Certification

December 15, 2020

RE: Paper Publication at the 36th IBIMA International Conference

This letter is to confirm that your paper entitled "Social Potential In The Conditions Of Digitalization Of Economy And Society: Evaluation And Opportunities For Development" authored by KNIAZ SVIATOSLAV, STARUKH ANNA, SHEVCHUK IRYNA, SKUPEIKO VASYL, HALAZ LINA, KRAMAR RUSLANA, MOSKVYAK YAROSLAVA, OGIRKO IGOR, SMIRNOVA KATERYNA, RUSYN-HRYNYK ROMAN And KOZAKEVYCH OLHA was accepted and published at the 36th IBIMA Conference on 4-5 November 2020 Granada, Spain. Conference proceedings (ISBN: 978-0-9998551-5-7, Published in the USA).

The paper will be sent after official publication along with the whole proceedings for indexing by Web of Sciences, SCOPUS, Engineering Village, etc. IBIMA International conferences proceedings are indexed by Thomson Reuters (Web of Sciences) since 2006 and by SCOPUS since 2005.

Sincerely

Khalid S. Solim Dr. Khalid S. Soliman

International Business Information Management Association 34 E. Germantown Pike, # 327 Nomistown, PA 19401 USA 36th IBIMA Conference chair